

TOWN OF MILLBURY

ANNUAL REPORT OF THE TOWN OFFICIALS



FISCAL YEAR 2018
(JULY 1, 2017 - JUNE 30, 2018)

PEOPLE IN THE NEIGHBORHOOD



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Superintendent	
Blackstone Valley Regional School District	

DEDICATION

Our heartfelt thanks go out to the families of these great citizens of Millbury

AQUILINA(Aggie) BOIRE

Died June 3, 2018

Inspector

Deputy Inspector

Poll Worker

IN MEMORIUM

Our Appreciation and Sympathy is extended to the families of those who served our community.

BARBARA N. SWENSON

Died July 3, 2017
Arts Council

LORRAINE HAYES

Died September 8, 2017
Council on Aging Board
Housing Authority

ROBERT HENELL

Died September 24, 2017
Historical Commission
Library Trustee

LEO SHARRON

Died September 30, 2017
Conservation Commission

PATRICK HALM

Died October 5, 2017
Public Safety Building Siting Committee
School Building Committee

ROSANNA M. TABOR

Died October 15, 2017
Deputy Inspector
Deputy Clerk/Teller
Inspector
Poll Worker

RUTH B. NIKOLAJEVS

Died November 2, 2017
Substitute Poll Worker

IN MEMORIUM

MIKE TREGLIA

Died January 16, 2018
Disabilities Commission

MICHAEL P. KRUMSIEK

Died January 28, 2018
C.D. Fireman

HENRY ALLARD

Died February 2, 2018
Recruit in Training MFD

SCOTT GULLY

Died February 9, 2018
FD Recruit in Training

THOMAS W. HACKETT

Died February 22, 2018
Sealer of Weights & Measures

CHERYL A. PIASTA

Died March 5, 2018
Scholarship Fund Committee
Disability Commission

LINDA TAFT

Died March 11, 2018
Veteran's Plaque

ELIZABETH R. THURLOW

Died March 12, 2018
Cable T.V. Oversight
Library Trustees
Public Access Cable Commission

IN MEMORIUM

JAMES MANNIX

Died April 14, 2018
Teller-National Election

AQUILINA BOIRE

Died June 3, 2018
Inspector
Deputy Inspector
Poll Worker

RICHARD BEMIS

Died June 25, 2018
Asst. Wiring Inspector

STATISTICS

TOWN:	Millbury
COUNTY:	Worcester
LOCATION:	East Central Massachusetts bordered by Worcester on the north, Grafton on the east, Sutton on the South, and Oxford and Auburn On the West. Approximately 43 miles from Boston, 37 miles from Providence, Rhode Island and 178 miles from New York City.
GOVERNMENT:	Settled in 1704 Incorporated June 11, 1813 Home Rule Charter Open Town Meeting Divided into four (4) precincts
POPULATION:	2000 – 12,784 2005 - 12,784 2010 - 13,261 2015 - 13,261
REGISTERED VOTERS:	9, 201
LAND AREA:	15.84 Square miles
DENSITY:	2000 807 persons per sq. mile; 2005 807 persons per sq. mile; 2010 816 persons per sq. mile; 2015 816 persons per sq. mile;
ELEVATION AT MILLBURY CENTER	471 feet above mean sea level
ROADS:	State – 5.85 miles Town – 72 miles Mass. Tpke. – 4.42 miles
ANNUAL TOWN MEETING:	First Tuesday in May
ANNUAL TOWN ELECTION:	Last Tuesday in April

FEDERAL AND STATE OFFICIALS
Serving Millbury

UNITED STATE SENATOR

Elizabeth A. Warren

REPRESENTATIVE IN CONGRESS

Second Congressional District
James P. McGovern - Springfield

GOVERNOR'S COUNCILLOR

Seventh Councillor District
Jennie L. Caissie - Worcester

SENATOR IN GENERAL COURT

Second Worcester Middlesex
Michael O. Moore

REPRESENTATIVE IN GENERAL COURT

Seventh Worcester Representative District
Paul K. Frost

DISTRICT ATTORNEY

Middle District Worcester
Joseph D. Early, Jr.

REGISTER OF PROBATE AND INSOLVENCY

Stephanie Fattman
Worcester

SHERIFF

Lewis G. Evangelidis
Worcester

TOWN OFFICIALS - ELECTED

SELECTMEN - 3YEARS

Mary Krumsiek

Scott J. Despres

Jon Adams, Chairman

Katherine M. McKenna

Christopher Naff

EXPIRES:

April, 2019

April, 2019

April, 2020

April, 2021

April, 2021

BOARD OF ASSESSORS - 3 YEARS

Jude T. Cristo

George "Rusty" Valery

Joseph F. Coggans, Jr.

Jean Moroski, Assistant Assessor

April, 2019

April, 2020

April, 2021

SCHOOL COMMITTEE – 3 YEARS

Jennifer B. Nietupski

Leslie M. Vigneau

Susan M. Teixeira

Christopher Wilbur

Julia Lagerholm

April, 2019

April, 2019

April, 2020

April, 2021

April, 2021

RE-DEVELOPMENT AUTHORITY – 5 YEARS

Robert J. Simmarano

Leonard F. Mort, Chairman

Harold Proodian

Christine A. Valery

Walter Swenson

Vacancy, State Member

April, 2019

April, 2020

April, 2021

April, 2022

May, 2023

BOARD OF HEALTH – 3 YEARS

Ronald J. Marlborough

James M. Morin

Armand O. White

April, 2019

April, 2020

April, 2021

TOWN OFFICIALS - ELECTED

HOUSING AUTHORITY – 5 YEARS

Gil Picard
Lucy Chabot
Veronica A. Wood
Sherry J. Forleo
Frances M. Gauthier, State Member
Carol Smith, Executive Director

EXPIRES:

April, 2018
April, 2018
April, 2018
April, 2019
July, 2012

PLANNING BOARD – 3 YEARS

Michael L. Georges
Richard F. Gosselin, Jr., Chairman
Terry Burke Dotson
Paul A. Piktelis
Matthew Ashmankas
Vacancy, Associate Member

April, 2019
April, 2020
April, 2020
April, 2021
April, 2021

LIBRARY TRUSTEES – 3 YEARS

Rita Sullivan
Christine Brady
Robert Laut
Paul T. DiCicco, Co-Chair
Stephanie Phillips-Richter
Jeffrey D. Raymond
Carol F. Burke, Co-Chair

April, 2019
April, 2019
April, 2019
April, 2020
April, 2020
April, 2021
April, 2021

MODERATOR – 3 YEARS

Jim McKenna

April, 2021

BLACKSTONE VALLEY REGIONAL SCHOOL COMMITTEE – 4 YEARS

Chester P. Hanratty, Jr.

December, 2018

APPOINTMENTS BY THE BOARD OF SELECTMEN

TOWN MANAGER

David J. Marciello

EXPIRES:

TOWN COUNSEL-ANNUAL

Mirick O'Connell

June 30, 2017

POLICE CHIEF

Donald Desorcy

LIQUOR LICENSE AGENTS

Chief Donald Desorcy

June 30, 2018

**Lt. Regina Rush-Kittle

June 30, 2017

Sgt. Kimberly Cadrin

June 30, 2018

Sgt. Stephen McFaul

June 30, 2018

Lt. Brian Lewos

June 30, 2018

Sgt. Paul Lemoine

June 30, 2018

Sgt. Christopher Polselli

June 30, 2018

FOREST FIRE WARDEN

Richard Hamilton

June 30, 2018

DEPUTY FOREST FIRE WARDEN

David J. Rudge

June 30, 2018

Brian Gasco

June 30, 2018

Steven Piscitelli

June 30, 2018

Robert A. Silver, Jr.

June 30, 2018

ADDICTION ASSISTANCE ALLIANCE

**Brian Ashmankas

June 30, 2017

Carrie Prest

June 30, 2018

**Doreen Thornburg 6/13/18

June 30, 2020

Elizabeth Weidman

June 30, 2020

**Amy George

June 30, 2020

Peter Hanson

June 30, 2020

Vacancy

June 30, 2020

Vacancy

June 30, 2020

Vacancy

June 30, 2020

Vacancy

June 30, 2020

Vacancy

June 30, 2020

APPOINTMENTS BY THE BOARD OF SELECTMEN

BLACKSTONE VALLEY REGIONAL ECONOMIC DEVELOPMENT COUNCIL

	<u>EXPIRES:</u>
Robert Spain	June 30, 2017

BOARD OF APPEALS 3 YEAR TERM

Paul M. Nigosian, Chairman	June 30, 2018
Robert Simmarano	June 30, 2019
Dan Mezynski	June 30, 2019
Anna Lewandowski – Alternate	June 30, 2019
Kenneth Perro	June 30, 2020
Harold Proodian	June 30, 2020

BOARD OF FIRE ENGINEERS – Annual

Richard Hamilton, Chief	June 30, 2018
David J. Rudge	June 30, 2018
Steven Piscitelli	June 30, 2018
Brian K. Gasco	June 30, 2018
Robert A. Silver, Jr.	June 30, 2018

BOARD OF REGISTRARS 3 YEAR TERM

Mary Brawn	June 30, 2020
Jerilyn Stead	June 30, 2020
Frank V. Irr	June 30, 2020

BUTLER FARM RE-USE COMMITTEE

Philip Miles	June 30, 2018
Francis B. King	June 30, 2018
**Karen Bott	June 30, 2018
Victor C. Irr, Jr.	June 30, 2018
Mary Krumsiek	June 30, 2018
Vacancy	June 30, 2018
Robert Hiser	June 30, 2020
Vacancy, Alternate	June 30, 2018

CENTRAL MASS METROPOLITAN PLANNING ORGANIZATION (MPO)

From Central Mass. Regional Planning Commission - Southeast Sub Region	
Francis B. King, Alternate Representative	June 30, 2020

APPOINTMENTS BY THE BOARD OF SELECTMEN

CENTRAL MASS REGIONAL PLANNING COMMISSION CMRPC - 1 YEAR TERM

	<u>EXPIRES:</u>
1st Delegate – Terry Burke Dotson, Planning Board Rep.	June 30, 2019
Alternate Delegate – Mary Krumsiek - Selectmen	June 30, 2019
**2nd Delegate – Sandra J. Cristo, Selectmen	June 30, 2020
Alternate Delegate – John Adams – Selectmen	June 30, 2020

CONSERVATION COMMISSION 3 YEAR TERM

Matthew J. Ashmankas	June 30, 2018
Anthony Cameron	June 30, 2018
Donald R. Flynn, Chairman	June 30, 2019
Paul T. DiCicco	June 30, 2019
Ronald A. Stead	June 30, 2020

COUNCIL ON AGING - 3 YEAR TERM

Karen Peltier, Chairperson	June 30, 2018
Edna Lapan	June 30, 2018
Sarabeth Persiani	June 30, 2018
Steve Walinsky	June 30, 2019
Richard Townsend	June 30, 2019
Stuart Mulhane	June 30, 2019
**Margaret Masmanian	June 30, 2019
Marie Kosiba	June 30, 2019
***Joyce Sampson	June 30, 2019
Betty Hamilton	June 30, 2020
Kevin Higginbottom	June 30, 2020
Lee Ayotte	June 30, 2020

EARTH REMOVAL BOARD - 3 YEAR TERM

Thomas G. Brown	June 30, 2018
Leonard Mort	June 30, 2018
Al Peloquin	June 30, 2018
Scott Despres	June 30, 2019
Anna Lewandowski	June 30, 2020

APPOINTMENTS BY THE BOARD OF SELECTMEN

ENERGY ADVISORY COMMITTEE

James Dunn	<u>EXPIRES:</u> June 30, 2018
Laurie Connors	June 30, 2018
Rick Bedard	June 30, 2018
Jeffrey Dore	June 30, 2018
Patricia Arp	June 30, 2018
Daniel Gawrych	June 30, 2018
Vacancy	June 30, 2018
Paul Stringham	June 30, 2020
**Keith Nastasia	June 30, 2020
Vacancy	June 30, 2020

HISTORICAL COMMISSION 3 YEAR TERM

Bruce Nichols	June 30, 2018
***Stephan Strychar	June 30, 2018
Vacancy	June 30, 2018
**Cynthia K. Burr, Chairman	June 30, 2019
Philip Miles	June 30, 2020
Vacancy	June 30, 2020
Vacancy	June 30, 2020

MILLBURY FIRE HISTORICAL COMMITTEE

Frank Gagliardi	June 30, 2019
Bruce Nichols	June 30, 2019
Vacancy	June 30, 2020
Jeffrey Dore	June 30, 2020
Francis B. King	June 30, 2020
Richard P. Hamilton, Jr.	June 30, 2020
Steven Piscitelli	June 30, 2020

MILLBURY INDUSTRIAL DEVELOPMENT FINANCY AUTHORITY

Chief Richard Hamilton	May 30, 2018
Chief Donald P. Desorcy	May 30, 2018
E. Bernard Plante	May 30, 2018

ROADWAY ADVISORY COMMITTEE

Vinod Kalikiri	June 30, 2019
Frederick A. Moseley	June 30, 2019
Paul T. DiCicco	June 30, 2019
Robert Pine, Jr.	June 30, 2019
Thomas Perry	June 30, 2020

APPOINTMENTS BY THE BOARD OF SELECTMEN

SMALL BUSINESS SATURDAY TASK FORCE

Sandy Cristo

Vacancy

Vacancy

Vacancy

Vacancy

EXPIRES:

June 30, 2020

June 30, 2020

June 30, 2020

June 30, 2020

June 30, 2020

WORCESTER COUNTY SELECTMEN'S ASSOCIATION

Mary Krumsiek – Alternate Delegate

Sandy Cristo - Alternate

June 30, 2020

June 30, 2020

APPOINTMENTS BY THE TOWN MANAGER

TOWN CLERK

Jayne Marie Davolio
Christine M. Billington, Assistant Town Clerk

EXPIRES:

June, 2019
June, 2019

MUNICIPAL FIRE/BUILDING CODE VIOLATIONS HEARING OFFICER

Jayne Marie Davolio

June, 2019

PARKING CLERK

Jayne Marie Davolio

June, 2019

HUMAN RESOURCE DIRECTOR

James F. Kelley

October 16, 2020

ASSISTANT ASSESSOR

Jean Moroski

June 30, 2020

FINANCE DIRECTOR

**Katherine M. McKenna
Andrew Vanni

June 30, 2021

ASSISTANT TOWN ACCOUNTANT

Sherri Brousseau

June 30, 2020

COLLECTOR/TREASURER

Denise Marlborough
Maureen Gibson, Assistant

June, 30, 2019
Indefinite Term

TOWN PLANNER

Laurie Connors

March 13, 2020

ENERGY MANAGER

**Doreen DeFazio
Patricia Arp

August 26, 2017
August 8, 2020

DEPARTMENT OF PUBLIC WORKS DIRECTOR

Keith Nastasia

June 30, 2020

DRIVEWAY AND HIGHWAY OPENING PERMIT INSPECTOR

Keith Nastasia

June 30, 2020

OPERATIONS MANAGER PUBLIC WORKS

Robert Van Meter

April 14, 2017

APPOINTMENTS BY THE TOWN MANAGER

BUILDING INSPECTOR/CODE ENFORCEMENT OFFICER

**Robert Frederico	September 29, 2017
***James S. Sheehan, Jr. Interim	August 18, 2017 – September 25, 2017
***Paul Stringham	September 25, 2020

LOCAL BUILDING INSPECTOR, ASSISTANT

***Jason Shilinsky	June 30, 2020
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WIRING INSPECTOR

Larry Morris	<u>EXPIRES:</u> June 30, 2019
George Duhamel, Assistant	June 30, 2020

PLUMBING AND GAS INSPECTOR

Gregory Gauthier	June 30, 2019
Brian Gasco, Asst.	June 30, 2019

DIRECTOR OF COUNCIL ON AGING

Judith O'Connor

LIBRARY DIRECTOR

Elizabeth Valero	June 30, 2018
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PUBLIC ACCESS DIRECTOR

Kevin Krassopoulos	June 30, 2018
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ASA WATERS MANSION

John K. McElroy, II, Director	April 17, 2020
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VETERANS SERVICES AND BENEFITS

Philip Buso, Veterans Agent	June 30, 2020
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ANIMAL CONTROL OFFICER

Daniel Chauvin	June 30, 2017
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INSPECTOR OF ANIMALS

Ed Mansfield	April 30, 2018
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APPOINTMENTS BY THE TOWN MANAGER

TREE WARDEN

Ronald Despres
Carl J. Ward, Asst. Tree Warden

EXPIRES:

June 30, 2020
June 30, 2017

CERTIFIED WEIGHER AND MEASURER OF WOOD AND BARK

Ronald A. Despres

June 30, 2020

EMERGENCY MANAGEMENT AGENCY

Steven M. Kosiba, Director

June 30, 2018

FIRE DEPARTMENT PHOTOGRAPHER

Edward A. Cote

June 30, 2019

SEALER OF WEIGHTS AND MEASURERS

Ronald Valinski

June 30, 2019

CERTIFIED WEIGHER

Juan Cordon	Wheelabrator
Roger Sabourin	Wheelabrator
Vacancy	Granger Lynch Corp.
Vacancy	Granger Lynch Corp.

June 30, 2019
June 30, 2019
June 30, 2019
June 30, 2019

AMBULANCE COMMITTEE

Richard P. Hamilton, Jr.
Vacancy
Vacancy
Vacancy
Vacancy

June 30, 2020
June 30, 2019
June 30, 2019
June 30, 2019
June 30, 2019

ASA WATERS TASK FORCE

Mary L. Griffith
Katherine McKenna
Vacancy, Alternate
Sandra J. Cristo
Armand White
Christopher J. Naff
Paul Routhier
Jeffrey A. Dore
**Jennifer Kephart - Atteridge

June 30, 2018
June 30, 2018
June 30, 2018
April 30, 2019
April 30, 2019
June 30, 2020
June 30, 2020
June 30, 2020
June 30, 2020

APPOINTMENTS BY THE TOWN MANAGER

BLACKSTONE RIVER AND CANAL COMMISSION

Judith Reilly

EXPIRES:

June 30, 2018

CELL TOWER OVERLAY DISTRICT COMMITTEE

Michael Mann

June 30, 2020

Nancy Conley

June 30, 2020

Jeff Dore

June 30, 2020

Laurie Connors

June 30, 2020

Paul Stringham

June 30, 2020

Donald P. Desorcy

June 30, 2020

Richard P. Hamilton, Jr.

June 30, 2020

Steven M. Kosiba

June 30, 2020

CEMETERY COMMISSION

Marcia Landry

June 30, 2018

Randolph Mogren

June 30, 2018

Gilbert Picard, Chairman

June 30, 2019

COMMISSION ON DISABILITIES

**Cheryl Piasta

June 30, 2017

Jim Clifford

June 30, 2018

Nancy St. George-Whittier

June 30, 2018

Michael Kennedy

June 30, 2019

Renee Earnest

June 30, 2019

Vacancy

June 30, 2019

Kent Stowe

June 30, 2020

Thomas G. Brown

June 30, 2020

Deborah Dymek

June 30, 2020

Vacancy

June 30, 2020

APPOINTMENTS BY THE TOWN MANAGER

COMPLETE STREETS COMMITTEE

Laurie Connors	<u>EXPIRES:</u> June 30, 2021
Keith Nastasia	June 30, 2021
Mary Krumsiek	June 30, 2021
Michael Kennedy	June 30, 2021
Vinod Kalikiri	June 30, 2021

CONSTABLES

Jude T. Cristo	June 30, 2019
Todd Sprague	June 30, 2019
Todd E. Army	June 30, 2019

CULTURAL ARTS COUNCIL serving 2/3 year terms = 6 years

Linda Donovan 2 nd term	June 30, 2018
Maegan Wackell 2 nd term	June 30, 2019
Harvest Lee Dixon 1 st term	June 30, 2020
Jennifer M. Lamarche 2 nd term	June 30, 2020
Sara Wales 2 nd term	June 30, 2020
Diane Scofield 1 st term	June 30, 2021

DOROTHY POND RESTORATION COMMITTEE

Kenneth I. Schold	June 30, 2018
Jeffrey W. Gardner	June 30, 2018
Mark Palin	June 30, 2019
Jay Massei	June 30, 2019
Gary A. Pothier	June 30, 2020

APPOINTMENTS BY THE TOWN MANAGER

<u>EMERGENCY MANAGEMENT AGENCY-AUXILIARY POLICE</u>	<u>EXPIRES:</u>
Mark Dyberg, Asst. Director	June 30, 2019
Ann Hancock	June 30, 2018
Paul T. DiCicco	June 30, 2019
Jeffrey A. Kozlowski	June 30, 2019
Todd Army	June 30, 2019
Julie Sutherland	June 30, 2019
Vacancy	June 30, 2019
Victor Irr	June 30, 2019
Tom C. LaVallee	June 30, 2019
Neal Morrissey	June 30, 2019
Gary Gagne	June 30, 2019
Walter Swenson, Jr.	June 30, 2019
Fabrizio Bordo	June 30, 2019
Ronald A. Tranter	June 30, 2019

<u>FINANCIAL MANAGEMENT PLANNING COMMITTEE</u>	
Kevin Plante	June 30, 2018
Keith Nastasia	Jun3 30, 2018
**Michelle Desorcy	June 30, 2018
Chief Donald Desorcy	June 30, 2018
Andrew Vannie	June 30, 2019
Jon Adams	June 30, 2020
Richard Bedard	June 30, 2020
Katherine M. McKenna Apmt. 1-9-18 SI 2/1/18	June 30, 2021

<u>INSURANCE ADVISORY COMMITTEE</u>	
Denise Marlborough - Dept. Mgrs. Supervisors Rep	June 30, 2019
Regina A. Markey – GEU Local 5- Clerks/ Custodians/ Dispatchers	June 30, 2019
Andrea Paquette – Clerk’s Union – Alternate	June 30, 2020
Keith Caruso – Ma Public Employee Council-DPW-Rep	June 30, 2018
Carol A. Schroeder - Retiree Rep.	June 30, 2019
David Roach – Teacher Retiree – Alternate	June 30, 2018
Kathy Adams – School Cafeteria Rep.	June 30, 2019
Amanda Westerlind – SEIU Clerk – Rep	June 30, 2020
Bill Martin – SEIU 888 Custodian – Rep	June 30, 2020
Daniel Daly – Mass. Cop – Local #128 – Rep	June 30, 2020
Andrea Warpula – Police Assoc. MA Cop. #128 – Alternate	June 30, 2020

APPOINTMENTS BY THE TOWN MANAGER

MASTER PLAN COMMITTEE

	<u>EXPIRES:</u>
Laurie Connors	June 30, 2018
Sandra J. Cristo	June 30, 2018
Terry Burke Dotson	June 30, 2018
Sherry Forleo	June 30, 2018
Richard P. Hamilton, Jr.	June 30, 2018
Michael Kennedy	June 30, 2018
Mary Krumsiek	June 30, 2018
James M. Morin	June 30, 2018
Leonard Mort	June 30, 2018
Judith O'Connor	June 30, 2018
Leslie Vigneau	June 30, 2018
Andrew Borus, Alternate	June 30, 2019

MILLBURY DOG PARK COMMITTEE

Susan Ainsley	June 30, 2017
Laurie Connors Bonavita	June 30, 2020
Joy Chambers	June 30, 2020
David Warner	June 30, 2020
Pamela Adams	June 30, 2020
Mary Wright	June 30, 2020

PARKS COMMISISON

**Nicole Cooney	June 30, 2018
Justin Lawson	June 30, 2018
Jennifer M. Lamarche	June 30, 2018
John Mero, Alternate	June 30, 2018
Vacancy	June 30, 2018
Linda Lachance	June 30, 2021

POND AND LAKES COMMISSION

Bruce Hjort	June 30, 2018
Terry Burke Dotson	June 30, 2018
Matthew Haddad	June 30, 2018
Barbara Carriere	June 30, 2018
Vacancy	June 30, 2018
Vacancy	June 30, 2018
Vacancy	June 30, 2018

APPOINTMENTS BY THE TOWN MANAGER

PUBLIC ACCESS ADVISORY COMMITTEE

Joseph F. Coggans, Jr.	<u>EXPIRES:</u> June 30, 2018
Jeff Dore	June 30, 2018
Richard Carew	June 30, 2018
Michael Lawton, Associate Member	June 30, 2018
Paul DiCicco	June 30, 2019
Robert D. Sullivan	June 30, 2019
Roger L. Desrosiers	June 30, 2020
Mary Krumsiek, Chairman	June 30, 2020

PUBLIC SAFETY BUILDING SITING COMMITTEE

Chief Donald P. Desorcy	June 30, 2018
*Patrick Halm	June 30, 2018
Brian Gasco	June 30, 2018
Richard P. Hamilton, Jr.	June 30, 2018
Kevin Woods	June 30, 2018
Kimberly Cadrin	June 30, 2018
Maxine Mann	June 30, 2020
Greg Meyers	June 30, 2020
Paul Concemi	June 30, 2020
Daniel Daley	June 30, 2020

R.E. SHAW SCHOOL BUILDING FEASIBILITY COMMITTEE

Richard Bedard	June 30, 2020
Scott Despres	June 30, 2020
David J. Marciello *appointed by Francis B. King	June 30, 2020
Jennifer Nietupski	June 30, 2020
Susan Teixeira	June 30, 2020
Gregory Myers	June 30, 2020
Paul Halacy	June 30, 2020
Miriam Friedman	June 30, 2020
Michael Tarka	June 30, 2020
Kristin Boulanger	June 30, 2020
Rachel Decatur	June 30, 2020
Kate Ryan	June 30, 2020
Andrew Tuccio	June 30, 2020
Kevin Kuphal	June 30, 2020
Robert Pine	June 30, 2020
Michael O'Connor	June 30, 2020
Stephen Decatur	June 30, 2020
Stephen Wiltshire	June 30, 2020
E. Bernard Plante, CEO Designe	June 30, 2020

APPOINTMENTS BY THE TOWN MANAGER

RECYCLING EDUCATION COMMITTEE

Guy Hebert	<u>EXPIRES:</u> June 30, 2020
Nicholas D'Auteuil	June 30, 2020
Scott Despres	June 30, 2020
Paul T. DiCicco	June 30, 2020
Vacancy	June 30, 2020

SAFETY COMMITTEE

William Berthiaume	June 30, 2018
Steven Kosiba	June 30, 2018
Steven White	June 30, 2018
Ryan King	June 30, 2019
Vacancy	June 30, 2019
Vacancy	June 30, 2019
Daniel Daly	June 30, 2020
Greg Meyers	June 30, 2020
Vacancy	June 30, 2020

SEWERAGE COMMISSION

Gary C. Nelson, Chairperson	June 30, 2018
Lisa C. Allaine, P.E.	June 30, 2019
Happy Erickson, Jr.	June 30, 2020

UPPER BLACKSTONE WATER POLLUTION ABATEMENT DISTRICT

Laurie Connors	June 30, 2020
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WORCESTER REGIONAL TRANSIT AUTHORITY

Robert J. Spain, Jr	April 30, 2018
Judy O'Connor, Alternate	June 30, 2021

APPOINTMENTS BY THE TOWN MANAGER

YOUTH COMMISSION

Tim Cluett

Jennifer Nielsen

Matthew Brodeur

Gary Dwinell

Terry Burke Dotson

Alyssa Marlborough

Leann Rango, Alternate

Vacancy

Rachel Goclowski

Karen Dupre

EXPIRES:

June 30, 2018

June 30, 2018

June 30, 2018

June 30, 2018

June 30, 2018

June 30, 2018

June 30, 2018

June 30, 2018

June 30, 2020

June 30, 2020

APPOINTMENTS BY THE TOWN MODERATOR

FINANCE COMMITTEE

Kevin Kuphal

Jennifer O'Connell

David J. Cofske

Christopher J. Kennedy

Stephen J. Noonan

Albert P. Kupcinskis, Jr.

Nicole Cooney

EXPIRES:

May, 2019

May, 2019

May, 2019

May, 2020

May, 2020

May, 2021

May, 2021

LEGEND

* DIED IN OFFICE

** RESIGNED

*** APPOINTED TO FILL VACANCY

**** ELECTED TO FILL VACANCY

***** RETIRED FROM OFFICE

APPOINTMENTS BY THE POLICE CHIEF

SPECIAL POLICE OFFICERS

Lori Prue	Police Department Matron	<u>EXPIRES:</u> 6/30/2018
Sheryll Davis	Police Department Matron	6/30/2018
Susan Dalton	Police Department Matron	6/30/2018
Maureen Graves	Police Department Matron	6/30/2018
Leah M. Pierce	Police Department Matron	6/30/2018
Ronald Richard	Police Department	1/30/2018
William Wilkinson	Police Department	1/31/2018
Timothy O'Leary	Police Department	6/30/2018
Douglas T. Raymond	Police Department	6/30/2018
Paul D. Russell	Police Department	6/30/2018
Arthur E. Allard	Police Department	6/30/2018
Richard O'Brien	Police Department	6/30/2018
Kurt Richard	Police Department	6/30/2018
Daniel P. Dowd	Police Department	6/30/2018
Mark Dyberg	Police Department	6/30/2018
Michael Luby	Police Department	6/30/2018
Thomas E. Hall	Police Department	6/30/2018
Edward F. Page, Jr.	Police Department	6/30/2018
Kevin Woods	Police Department	6/30/2018
Gregory Pettinella	Police Department	6/30/2018
Mark Wojnar	Police Department	6/30/2018
Brian Dalton	Police Department	6/30/2018
Michael Broyles	Police Department	6/30/2018
John Harrington	Police Department	6/30/2018
Ryan Bennett	Police Department	6/30/2018
Charles Reardon	Police Department	6/30/2018
Jordan Ryan	Police Department	6/30/2018
Richard Andrade	Police Department	6/30/2018
James A. Pervier	Police Department	6/30/2018

BOARD OF SELECTMEN

A total of twenty-seven (27) regular meetings were held in Fiscal Year 2018;
The Members are: Jon Adams, Chairman, Mary Krumsiek, Vice-Chair, Scott Despres, Clerk, Katie Mc Kenna, Member*, and Chris Naff, Member*

*Member for partial year

During this fiscal year the board had the opportunity to honor several employees who retired or moved on from the town of Millbury, citizens, sports teams and organizations; we are grateful to do such tributes as part of our job- we thank them for their dedicated service.

The Annual Town Election was held on Tuesday, April 24, 2018

At the May 8, 2018 Board of Selectmen Meeting Jon Adams welcomed Katie McKenna and Chris Naff to the Board. He announced that Scott Despres is the Clerk, Mary Krumsiek is the Vice-Chairman, and he is the Chairman.

The town is still in a Municipal Aggregation contract with Good Energy and has been able to obtain a substantially lower supply rate of electricity for the citizens of Millbury. The Construction on Ramshorn Dam project is almost finished and looks beautiful. The feasibility study to rebuild or repair the Raymond E. Shaw School is still ongoing. Student Government Day was another success; as always, it is encouraging seeing young minds at work.

In closing, we wish to express our appreciation for the cooperation and assistance given to us by the various departments within town government. We particularly wish to thank the volunteers who contribute and help make Millbury a better community.

The Selectmen holds its regular meetings on the second and fourth Tuesdays of each month. These meetings are televised live on local access channel 191 Charter and channel 26 Verizon. Concerned citizens are encouraged to attend.

Jon Adams, Chairman; Mary Krumsiek, Vice-Chairman; Scott Despres, Clerk; Katie McKenna and Chris Naff.

TOWN MANAGER

Thank you to the Board of Selectmen, the citizens of Millbury and all employees for the privilege of being your Town Manager for the past two and a half years.

The Fiscal Year 2018 budget has shown that there are signs of improvement in the economy. State Aid finally surpassed our FY 2009 allocation and our other revenues – growth and receipts-exceeded predictions. Additionally, the Town’s auditors continue to praise the Town for their management and stewardship of the taxpayer’s dollars and the Town continues to be awarded for its financial reporting. In the eight years prior to my arrival in Town, Millbury has been awarded six Comprehensive Annual Financial Reports and had our bond rating raised twice. This is a testament to our past Finance Director, Katie McKenna, our present Finance Director, Andrew Vanni, and our Treasurer/Collector Denise Marlborough: as well as their entire team.

I want to take this opportunity to express my sincere gratitude to the employees and volunteers of the Town for their commitment and dedication; their perseverance is essential to this Town. We welcomed to the Town our first Human Resources Director, Mr. James (Jaimie) Kelley, who is working for both the Town and the School District. He comes to the Town with forty+/- years of municipal experience at every level of state government. He hit the ground running organizing the Town’s files and auditing our policies and procedures. His biggest charge will be to address newly enacted mandates regarding pay equity and OSHA.

Our Master Plan Committee continued its very important charge to update our Master Plan. By operationalizing my contacts at the Bridgewater State University MPA program, we partnered with the University to conduct a professional, academic and scientific survey. This symbiotic partnership saved the Town tens of thousands of dollars that otherwise would have had to be expended in order to move the Master Plan forward.

BSU’s MPA program’s survey was utilized by the consulting team lead by BSC group, Inc. out of Boston. BSC commissioned a team of experts in the various fields to handle the different areas of the Plan. Their partners, Community Circle out of Lexington, handled community outreach, municipal-operations and capital improvements while Barrett Planning Group, LLC out of Duxbury, MA handled the housing and economic development chapters of the Plan. At the time of this Report, BSC Group was busy compiling the various sections handled by their partners and were creating a comprehensive, complete Master Plan for the Committee’s review.

Energy improvements continued throughout the year and the LED streetlight project was completed on budget. The entire Town’s inventory of streetlights was converted to LED over the course of the year utilizing Green Community Funds. Millbury entered into a Municipal Aggregation program which locked in all participating citizens’ electrical rate well below the NGrid rate. Any citizen who did not opt-out of this program, over the course of this past year, saved upwards of 4 cents per kilowatt over the National Grid electrical rate. This program continues until January of 2020 at which point the Town will again opt out to bid in an attempt to lock-in a similar savings for its residents with the next aggregation program.

The Ramshorn Dam project continued and, although it was behind schedule, it remains under budget. The MASSDOT 146 Bridge project is well underway. Residents saw the on and off ramps changed and two small “roundabouts” built to direct the new flow of traffic. The North

TOWN MANAGER

bound section of the bridge was completed and the South bound section was well underway by the time of this Report. It is estimated that construction will continue for 2 more years with the South bound lane being completed in the summer of 2019 and the middle section of the bridge scheduled to be well underway by the time of next year's report.

The Town continues to utilize the Town of Millbury Facebook Page for getting communications out to the citizens. Please like us!

Please feel free to contact me at anytime with questions or concerns you may have, otherwise I invite you to stop by the office for a visit or discussion regarding any issues you wish to discuss. My door is always open. As your Town Manager, I look forward to working with each of you, in serving the residents of Millbury.

Regards,

Dave Marciello, Esq., MPA
ICMA-CM

TOWN CLERK

To the Honorable Citizens of Millbury, Board of Selectmen, and Town Manager, I hereby submit my Annual Town Report for Fiscal Year 2018.

This Fiscal Year had One (1) Election, the Annual Town Meeting Held 4-24-2018.

The Annual Town Meeting was held May 1, 2018. Town Meeting certifications can be viewed at the Clerk's Office. This report also includes the In Memoriam Page; Statistics; Appointments; Town Officers:

Please know that it is my pleasure to serve our town and the people who make our community, one of the best to live in. I will always have an open door policy for the public.

I would like to thank Christine Billington, Asst. Town Clerk and Kristen Livoti Head Clerk and Linda Donovan, General Clerk for their support, work ethic and the outstanding customer service they provide to our town members. To the town, school, police and fire departments please accept my gratitude for all you do for the office and for our great working relationships. To the members of the Board of Registrars, Jerilyn Stead, Mary Brawn and Frank V. Irr thank you for your help during the elections and Town Meeting process. Thank you to all of our many Poll Workers for an excellent job, well done. Lastly, with all of my heartfelt appreciate I want to thank my family for always supporting me.

The office would like to express our appreciation for the Senior Work Program which helps throughout the year.

Office hours for the Town Clerk are Monday thru Friday, 8:30 A.M. to 4:30 P.M.
For your convenience, we are open until 7:00 P.M. on Tuesday evenings.

TOWN CLERK

POLL WORKERS

PRECINCT ONE (1)

Warden	Veronica A. Wood
Clerk	Ronald A. Stead
Inspector	Jo Ann Luikey
Inspector	Patricia Macjewski
Inspector	Claire R. Morin
Inspector	Shirley A. Huchowski

PRECINCT TWO (2)

Warden	Joan B. Caforio
Clerk	Marie Kosiba
Inspector	Eva R. Donovan
Inspector	Julia A. Guertin
Inspector	Shirley Gaboriault
Inspector	Lillian MacDonald

PRECINCT THREE (3)

Warden	Elizabeth A. Pichierri
Clerk	Judith M. Gauthier
Inspector	Grace Bustillo
Inspector	Carol Burke
Inspector	Gloria Schimke
Inspector	Theresa O'Brien

PRECINCT FOUR (4)

Warden	Frances M. Gauthier
Clerk	Doris A. Goyette
Inspector	Eleanor C. Powers
Inspector	Doris E. Bianculli
Inspector	Catherine Tucker
Inspector	Wilfred Kirkman, Jr

SUBSTITUTE POLL WORKERS

Susan Ballard
Ann Marie Decoteau
Donald J. Gauthier
Jeannette Lavin
Margaret R. Masmanian
Judith M. Nichols
Linda A. Sarsfield
Virginia Yasko

Christine A. Bott
Susan W. Dineen
Elena M. Kerr
Anna Lewandowski
Lynn A. Moseley
Jennifer Remuck
Marie A. Senecal

Robin Cano
Karen L. Gerardi
Elizabeth C. Kotzen
Cynthia Marine
James R. Mousseau
Scott T. Remuck
Dolores M. White

TOWN CLERK

VITAL STATISTICS (10 CALENDAR YEAR COMPARISON)

<u>YEAR</u>	<u>BIRTHS</u>	<u>MARRIAGES</u>	<u>DEATHS</u>
2008	128	78	173
2009	139	60	181
2010	116	78	175
2011	113	54	167
2012	124	61	159
2013	130	67	188
2014	131	87	159
2015	114	67	170
2016	132	68	162
2017	126	84	160
2018	*53	28	*86

*Recordings from January thru June, 2018

Respectfully submitted,
Jayne Marie Davolio

BOARD OF REGISTRARS

**To the Honorable Citizens of Millbury, Board of Selectmen and Town Manager,
One (1) Registration session, was held during the year, in addition to the daily
registration in the Town Clerk's Office.**

BOARD OF SELECTMEN

3 YEARS

	Prec. 1	Prec.2	Prec. 3	Prec. 4	Total
Blanks	87	77	70	70	304
STEVEN LACAVA	43	50	49	37	179
*KATHERINE M. McKENNA	219	325	211	169	924
*CHRISTOPHER J. NAFF	186	307	188	125	806
Write-Ins					
Ron Jendryski	2	0	0	0	2
Bruce Charles Lavigne	1	0	0	0	1
Matthew Ashmankas	2	0	0	0	2
Rachel Trottier	0	1	0	0	1
Matthew Brodeur	0	0	0	1	1
TOTALS	540	760	518	402	2220

SCHOOL COMMITTEE

3 YEARS

	Prec. 1	Prec. 2	Prec. 3	Prec. 4	Total
Blanks	108	102	96	92	398
*CHRISTOPHER WILBUR	181	267	165	110	723
*JULIA LAGERHOLM	132	212	132	110	586
STEPHEN T. WILTSHIRE	119	177	125	90	511
Write-Ins					
Ryan Mercier	0	1	0	0	1
Gary Despres	0	1	0	0	1
TOTALS	540	760	518	402	2220

PROCEEDINGS OF THE ANNUAL TOWN ELECTION APRIL 24, 2018

LIBRARY TRUSTEES

3 YEARS

	Prec. 1	Prec. 2	Prec. 3	Prec. 4	Total
Blanks	142	190	126	116	574
*CAROL F. BURKE	195	292	200	150	837
*JEFFREY D. RAYMOND	203	276	192	136	807
Write-Ins					
Peter Boll	0	1	0	0	1
Gary Despres	0	1	0	0	1
TOTALS	540	758	518	402	2220

PLANNING BOARD

3 YEARS

	Prec. 1	Prec. 2	Prec. 3	Prec. 4	Total
Blanks	323	441	298	243	1305
*PAUL A. PIKTELIS	201	290	193	150	834
Write-Ins					
*Matthew Ashmankas	9	15	10	2	36
Edd Cote	2	1	1	0	4
Donald Rudge	1	2	0	0	3
Steven Lacava	2	0	5	0	7
Jonathan Mehlmann	1	0	2	0	3
Darren Haig	1	1	0	0	2
David Haak	0	1	0	0	1
Jonathan Cammuso	0	2	0	0	2
Ray Nietupski	0	2	0	0	2
Dan Hanson	0	1	2	3	6
Linda Swenson	0	1	0	0	1
Steven Hebert	0	1	0	0	1
Paul T. Comemi	0	1	0	0	1
Gary Despres	0	1	0	0	1
Ray Morley	0	0	1	0	1
Linda Roach	0	0	1	0	1
Ray Ludvigson	0	0	1	0	1
Bill Borowski	0	0	1	0	1

PROCEEDINGS OF THE ANNUAL TOWN ELECTION APRIL 24, 2018

PLANNING BOARD WRITE-INS CONTINUED

Brett Swenson	0	0	1	0	1
Frank Irr	0	0	1	0	1
Brian C. Dalton	0	0	1	0	1
Nicole Cooper	0	0	0	1	1
John Caron, Jr.	0	0	0	1	1
Emiljano Beqo	0	0	0	1	1
Joseph Coggans	0	0	0	1	1
TOTALS	540	760	518	402	2220

BOARD OF ASSESSORS

3 YEARS

	Prec. 1	Prec. 2	Prec. 3	Prec. 4	Total
Blanks	73	101	63	48	285
*JOSEPH F. COGGANS, JR.	196	274	194	152	816
Write-Ins					
Wendle Wilk	1	0	0	0	1
Mathew Ashmankas	0	1	0	0	1
Tom Jones	0	1	0	0	1
Tom White	0	1	0	0	1
Gary Despres	0	1	0	0	1
Peter Boll	0	1	0	0	1
Ray Dubois	0	0	1	0	1
Ray Nietupski	0	0	1	0	1
David J. Haak	0	0	0	1	1
TOTALS	270	380	259	201	1110

PROCEEDINGS OF THE ANNUAL TOWN ELECTION APRIL 24, 2018

MODERATOR

3 YEARS	Prec. 1	Prec. 2	Prec. 3	Prec. 4	Total
Blanks	37	62	37	31	167
*JIM McKENNA	232	316	222	170	940
Write-Ins					
Bruce Lavigne	1	0	0	0	1
Gary M. Despres	0	1	0	0	1
Bill White	0	1	0	0	1
TOTALS	270	380	259	201	1110

BOARD OF HEALTH

3 YEARS	Prec. 1	Prec. 2	Prec. 3	Prec. 4	Total
Blanks	51	76	48	38	213
*ARMAND O. WHITE	219	300	211	163	893
Write-Ins					
Tom Smith	0	1	0	0	1
Judy O'Connor	0	1	0	0	1
Peter Boll	0	1	0	0	1
Gary M. Despres	0	1	0	0	1
TOTALS	270	380	259	201	1110

NOT BINDING

QUESTION NO. 1

TOWN BEACH ON WESTERLY SIDE OF BRIERLY POND

	Prec. 1	Prec. 2	Prec. 3	Prec. 4	Total
BLANKS	38	43	26	18	125
*YES	164	229	156	113	662
NO	68	108	77	70	323
TOTALS	270	380	259	201	1110

Registered Voters: 9,420

Votes were cast including Absentee Ballots 1,110

Voter turnout was 12%

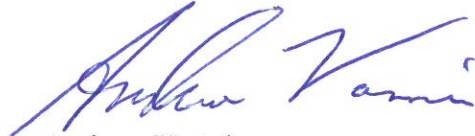
Report of the Finance Director

To the honorable Board of Selectmen and to the Citizens of the Town of Millbury:

The office of Financial Management is responsible for the coordination of all financial activities of the Town, ensuring that the appropriate financial and auditing controls are maintained. The following reports represent the activities of Fiscal Year 2018.

- Consolidated Balance Sheet
- General Fund Revenues
- General Fund Expenditures
- Revenues & Expenditures of the Sewer Enterprise Fund

Respectfully submitted,



Andrew Vanni
Finance Director

TOWN OF MILLBURY
BALANCE SHEET
June 30, 2018

	General Fund	Special Revenue	Capital Projects	Enterprise Fund	Trust Fund	Agency Fund	General Long-Term Debt	Total All Funds
ASSETS								
Cash	6,301,264	2,233,749	326,592	2,007,630	5,703,018	1,612,220	-	18,184,473
Accounts Receivable - Police Detail	-	-	-	-	-	111,800	-	111,800
Personal Property	66,924	-	-	-	-	-	-	66,924
Real Estate	277,753	-	-	-	-	-	-	277,753
Excise	271,429	-	-	-	-	-	-	271,429
Tax Foreclosures	108,054	-	-	-	-	-	-	108,054
Tax Liens	919,476	-	-	-	-	-	-	919,476
Intergovernmental	137,042	-	-	-	-	-	-	137,042
Intergovernmental - MWPAT	-	-	-	-	-	-	-	-
Sewer Use	-	-	-	333,009	-	-	-	333,009
Sewer Use on Real Estate	-	-	-	19,155	-	-	-	19,155
Apportioned Betterments	-	-	-	1,322,429	-	-	-	1,322,429
Committed Interest	-	-	-	490	-	-	-	490
Unapportioned Betterments	-	-	-	-	-	-	-	-
Other Assets	-	-	-	-	-	-	-	-
Amount to be prov. Gen. Obligation Bonds	-	-	-	-	-	-	-	-
Total Assets	8,081,942	2,233,749	326,592	3,682,713	5,703,018	1,724,020	19,473,850	41,225,884
LIABILITIES								
Accounts & Warrants Payable	62,283	-	-	5,238	-	-	-	67,521
Employee Withholdings	(46,009)	-	-	-	-	-	-	(46,009)
Allowance for Abateiments	541,275	-	-	-	-	-	-	541,275
BAN'S Payable	-	-	2,300,000	-	-	-	-	2,300,000
Other Liabilities	-	-	-	-	-	1,612,220	-	1,612,220
Deferred Revenue	1,239,403	-	-	1,675,083	-	111,800	-	3,026,286
General Obligation Bonds Payable	-	-	-	-	-	-	19,473,850	19,473,850
Total Liabilities	1,796,952	-	2,300,000	1,680,321	-	1,724,020	19,473,850	26,975,143
FUND EQUITY								
Reserved for Expenditures	1,501,000	-	-	1,340,000	-	-	-	2,841,000
Reserved for Continuing Appropriation	456,895	-	-	-	-	-	-	456,895
Reserved for Encumbrances	1,507,827	-	-	253,928	-	-	-	1,761,755
Reserve for Debt Service	60,333	-	-	9,013	-	-	-	69,346
Reserve for Snow & Ice Deficit	(217,412)	-	-	-	-	-	-	(217,412)
Designated Fund Balance	-	2,543,060	(1,986,257)	-	5,703,018	-	-	6,259,821
Undesignated Fund Balance	2,976,347	(309,311)	12,849	399,451	-	-	-	3,079,336
Total Fund Equity	6,284,990	2,233,749	(1,973,408)	2,002,392	5,703,018	-	-	14,250,741
Total Liabilities + Fund Equity	8,081,942	2,233,749	326,592	3,682,713	5,703,018	1,724,020	19,473,850	41,225,884

Town of Millbury
General Fund Revenues
June 30, 2018

Description	Budget	Year To Date	Balance
PERSONAL PROPERTY	\$2,066,855.64	\$2,039,755.85	\$27,099.79
REAL ESTATE TAX	\$23,389,503.25	\$23,204,067.97	-\$185,435.28
MOTOR VEHICLE EXCISE	\$1,900,000.00	\$2,237,159.43	\$337,159.43
BOAT EXCISE TAX	\$2,000.00	\$5,782.00	\$3,782.00
LOCAL OPTION MEALS TAX	\$300,000.00	\$318,618.94	\$18,618.94
PENALTIES AND INTEREST	\$95,300.00	\$89,953.65	-\$5,346.35
PAYMENT IN LIEU OF TAXES	\$47,000.00	\$26,261.86	\$20,738.14
BOH OTHER DEPT REV	\$2,000.00	\$0.00	\$4,687.05
BYLAWS	\$0.00	\$100.00	\$100.00
POLICE REVENUE	\$6,500.00	\$7,968.30	\$1,468.30
DEPARTMENT REVENUE LIBRARY	\$4,000.00	\$2,050.11	-\$1,949.89
DPW MISC RECEIPTS	\$100.00	\$200.87	\$100.87
TRANSFER STATION-MISC RE	\$92,000.00	\$77,661.41	-\$14,338.59
FIRE DEPT REPORTS	\$0.00	\$55.00	\$55.00
PLAN REVIEW	\$500.00	\$400.00	-\$100.00
POLE LOCATION	\$0.00	\$200.00	\$200.00
POLICE REPORTS	\$2,000.00	\$938.00	\$1,062.00
RUBBISH HAULER	\$12,000.00	\$46,725.00	\$34,725.00
SALE OF INVENTORY	\$4,000.00	\$0.00	\$4,000.00
STREET LISTINGS	\$300.00	\$210.00	-\$90.00
SUBDIVISION RULES & REGS	\$100.00	\$20.00	-\$80.00
TELECOMMUNICATIONS	\$2,300.00	\$0.00	\$2,300.00
WHEELABRATOR EXCESS TONN	\$100,000.00	\$108,290.77	-\$8,290.77
OTHER DEPARTMENTAL REVENUES	\$225,800.00	\$137,406.69	\$23,848.97
ALCOHOLIC BEV LICENSES (LER)	\$23,000.00	\$22,650.00	\$350.00
BIRTH CERTIFICATES	\$3,750.00	\$4,737.00	\$987.00
BLASTING PERMITS	\$300.00	\$505.00	\$205.00
BUILDING INSPECTIONS	\$175,000.00	\$409,564.51	\$234,564.51
BUSINESS CERTIFICATES	\$2,000.00	\$2,660.00	\$660.00
CATERING PERMITS	\$500.00	\$4,300.00	\$3,800.00
CERT OF DIS BETTER	\$100.00	\$108.00	\$8.00
CERTIFICATE OF REGISTRAT	\$450.00	\$470.00	\$20.00
CLASS II LICENSE	\$1,200.00	\$1,250.00	\$50.00
COMMON VICTUALLERS LIC	\$1,200.00	\$1,200.00	\$0.00
CONSTRUCTION PERMITS	\$250.00	\$500.00	\$250.00
DEATH CERTIFICATES	\$8,000.00	\$6,808.00	-\$1,192.00
DOG LICENSES	\$11,000.00	\$13,387.00	\$2,387.00
DPW PERMITS	\$7,000.00	\$11,273.40	\$4,273.40
DRAIN LAYERS LICENSE	\$1,200.00	\$1,120.00	-\$80.00
ELECTRICAL INSP (WIRING)	\$30,000.00	\$56,390.64	\$26,390.64
FALSE ALARM FEES	\$500.00	\$0.00	-\$500.00
FIRE PERMITS	\$3,000.00	\$3,290.00	\$290.00
FIREARMS FEES	\$5,000.00	\$6,093.75	\$1,093.75
FOOD	\$10,000.00	\$25,825.00	\$15,825.00

Town of Millbury
General Fund Revenues
June 30, 2018

FUNERAL DIRECTORS LICENSE	\$0.00	\$300.00	\$300.00
HEALTH DEPARTMENT MISC	\$1,500.00	\$5,670.00	\$4,170.00
INSTALLERS PERMIT	\$2,000.00	\$2,000.00	\$0.00
JUNK DEALERS LICENSE	\$500.00	\$300.00	-\$200.00
KENNEL LICENSE	\$300.00	\$425.00	\$125.00
MARRIAGE CERTIFICATES	\$4,000.00	\$4,358.00	\$358.00
MILK/CREAM FROZEN	\$1,500.00	\$2,400.00	\$900.00
MUNICIPAL LIEN FEES	\$23,000.00	\$22,450.00	-\$550.00
OIL BURNER PERMITS	\$1,500.00	\$2,630.00	\$1,130.00
PERC TEST	\$500.00	\$500.00	\$0.00
PLANNING PERMITS	\$15,000.00	\$11,964.44	-\$3,035.56
PLUMBING/GAS INSPECTIONS	\$24,000.00	\$50,475.00	\$26,475.00
POLICE ADMIN FEES	\$45,000.00	\$63,309.87	\$18,309.87
POOL TABLE LICENSE	\$2,500.00	\$2,115.00	-\$385.00
PROPANE PERMITS	\$1,600.00	\$3,755.00	\$2,155.00
RAFFLE PERMITS	\$200.00	\$210.00	\$10.00
RMV-CLEARINGS	\$14,000.00	\$19,020.00	\$5,020.00
SEPTIC HAULER	\$6,000.00	\$8,500.00	\$2,500.00
SMOKE DETECTOR PERMITS	\$6,000.00	\$9,740.00	\$3,740.00
SPORTING LICENSE	\$300.00	\$204.20	-\$95.80
TANK REMOVAL PERMITS	\$300.00	\$230.00	-\$70.00
TOBACCO PERMITS	\$350.00	\$1,500.00	\$1,150.00
TRUCK INSPECTION FEES	\$500.00	\$270.00	-\$230.00
UCC VARIOUS	\$50.00	\$70.00	\$20.00
VOTERS CERTIFICATES	\$0.00	\$5.00	\$5.00
WELL PERMITS	\$300.00	\$400.00	\$100.00
LICENSES, PERMITS & FEES	\$434,350.00	\$784,933.81	\$351,283.81
COURT FINES	\$9,000.00	\$14,491.59	\$5,491.59
BOH-TOBACCO FINES	\$200.00	\$25.00	-\$175.00
MUNICIPAL FIRE CODE VIOLATION	\$200.00	\$1,100.00	\$900.00
PARKING FINES	\$3,800.00	\$3,110.60	-\$689.40
RMV-INFRACTIONS	\$55,000.00	\$42,243.09	\$12,756.91
OTHER FINES & FORFIETURES	\$59,200.00	\$46,478.69	\$12,792.51
INTERGOVERNMENTAL RECEIP	\$22,360.00	\$22,359.59	\$0.41
EARNINGS ON INVESTMENTS	\$8,000.00	\$21,071.53	-\$13,071.53
MISC COLLECTIONS	\$150.00	\$142.41	-\$7.59
MISC REVENUE	\$11,500.00	\$22,441.26	-\$18,540.08
MISC SCHOOL REVENUE	\$3,000.00	\$26,460.49	\$23,460.49
SELECTMEN MISC REVENUE	\$4,000.00	\$4,381.89	-\$381.89
TAX LIENS REDEEMED	\$0.00	\$194,894.20	-\$194,894.20
TAX LIEN PENALTY & INTEREST	\$0.00	\$74,447.52	-\$74,447.52
PILOT-WHEELABRATOR HOST	\$1,660,000.00	\$1,702,424.30	-\$42,424.30
MISCELLANEOUS RECIEPTS	\$1,678,650.00	\$2,025,192.07	-\$307,235.09

Town of Millbury
General Fund Revenues
June 30, 2018

CHAPTER 70 (CS)	\$7,150,572.00	\$7,150,572.00	\$0.00
CHARTER SCHOOL REIMBURSEMENT	\$52,360.00	\$35,650.00	-\$16,710.00
STATE OWNED LAND (CS)	\$9,883.00	\$9,883.00	\$0.00
EXEMPTIONS:VETS,BLIND & ETC.	\$43,172.00	\$43,172.00	\$0.00
VETERANS BENEFITS (CS)	\$120,340.00	\$117,064.00	\$3,276.00
LOTTERY, BEANO & CHARITY (CS)	\$1,769,015.00	\$1,769,015.00	\$0.00
WHEELABRATOR HOST-SUPPLEMENTAL	\$560,000.00	\$556,284.75	\$3,715.25
STATE REVENUES	\$9,705,342.00	\$9,681,640.75	-\$9,718.75
 MUNICIPAL MEDICAID	 \$160,000.00	 \$180,747.49	 \$20,747.49
FEDERAL REVENUES	\$160,000.00	\$180,747.49	\$20,747.49
 SEWER DEPT TRANSFER	 \$1,297,717.00	 \$1,297,717.00	 \$0.00
GRAND TOTAL	\$41,421,077.89	\$42,256,762.03	\$835,684.14

Town of Millbury
General Fund Expenditures
June 30, 2018

DESCRIPTION	FY2018 FINAL	YTD	ENCUMBRANCE	CARRY FORWARD	BUDGET BALANCE
MODERATOR-114	\$200.00	\$200.00	\$0.00	\$0.00	\$0.00
BOARD OF SELECTMEN- 122	\$18,550.00	\$17,568.28	\$0.00	\$0.00	\$981.72
TOWN MANAGER-123	\$268,400.00	\$248,284.40	\$8.10	\$0.00	\$20,107.50
FINANCE COMMITTEE-131	\$1,700.00	\$1,556.25	\$0.00	\$0.00	\$143.75
RESERVE FUND-132	\$45,500.00	\$0.00	\$0.00	\$0.00	\$45,500.00
FINANCE DIRECTOR-135	\$137,364.00	\$133,798.99	\$0.00	\$0.00	\$3,565.01
TOWN AUDIT -136	\$35,000.00	\$35,000.00	\$0.00	\$0.00	\$0.00
ASSESSORS-141	\$134,505.00	\$124,966.44	\$0.00	\$0.00	\$9,538.56
TREASURER/COLLECTOR-146	\$240,115.00	\$221,558.55	\$0.00	\$0.00	\$18,556.45
TOWN COUNSEL-151	\$150,000.00	\$136,833.96	\$0.00	\$0.00	\$13,166.04
TOWN HALL COMPUTER OPS -155	\$143,879.00	\$131,083.35	\$0.00	\$0.00	\$12,795.65
TOWN CLERK- 161	\$180,912.00	\$171,005.11	\$0.00	\$22,186.50	-\$12,279.61
ELECTIONS AND REGISTRARS- 162	\$27,420.00	\$12,047.32	\$0.00	\$0.00	\$15,372.68
PLANNING BOARD - 175	\$12,500.00	\$12,500.00	\$0.00	\$0.00	\$0.00
TOWN PLANNER- 177	\$204,804.00	\$171,173.34	\$212.67	\$37,261.93	-\$3,843.94
MUNICIPAL OFFICE BUILDING- 192	\$112,466.00	\$110,998.23	\$3,415.55	\$0.00	-\$1,947.78
TOWN REPORTS- 195	\$2,700.00	\$2,340.25	\$0.00	\$0.00	\$359.75
GENERAL GOVERNMENT	\$1,716,015.00	\$1,530,914.47	\$3,636.32	\$59,448.43	\$122,015.78
POLICE DEPARTMENT- 210	\$2,475,016.00	\$2,168,404.30	\$318.47	\$49,786.30	\$256,506.93
FIRE DEPARTMENT- 220	\$506,823.00	\$501,403.43	\$247.17	\$0.00	\$5,172.40
HYDRANT RENTAL- 224	\$191,600.00	\$175,615.55	\$15,965.05	\$0.00	\$19.40
AMBULANCE SERVICE- 230	\$15,000.00	\$0.00	\$15,000.00	\$0.00	\$0.00
BUILDING INSPECTOR- 241	\$71,000.00	\$69,121.37	\$0.00	\$26,050.88	-\$24,172.25
PLUMBING/ GAS INSPECTORS- 243	\$20,132.00	\$19,731.92	\$0.00	\$0.00	\$400.08
ELECTRICAL INSPECTORS- 245	\$17,656.00	\$17,102.14	\$0.00	\$0.00	\$553.86
EMERGENCY MANAGEMENT- 291	\$18,331.00	\$17,107.34	\$47.63	\$0.00	\$1,176.03
ANIMAL CONTROL OFFICER-292	\$38,200.00	\$35,865.52	\$0.00	\$0.00	\$2,334.48
TREE WARDEN- 294	\$35,010.00	\$30,300.56	\$0.00	\$0.00	\$4,709.44
PUBLIC SAFETY	\$3,388,768.00	\$3,034,652.13	\$31,578.32	\$75,837.18	\$246,700.37
MILLBURY PUBLIC SCHOOLS- 300	\$21,033,668.00	\$19,588,830.94	\$1,089,859.76	\$151,259.08	\$203,718.22
SCHOOL COMMITTEE- 320	\$10,224.00	\$10,223.88	\$0.00	\$0.00	\$0.12
ATHLETICS- 330	\$195,370.00	\$205,907.35	\$17,646.00	\$0.00	-\$28,183.35
BLACKSTONE VALLEY ASSESSMENT	\$795,100.00	\$795,100.00	\$0.00	\$0.00	\$0.00
NORFOLK AGRICULTURAL SCHOOL	\$67,500.00	\$67,265.04	\$0.00	\$0.00	\$234.96
EDUCATION	\$22,101,862.00	\$20,667,327.21	\$1,107,505.76	\$151,259.08	\$175,769.95
PUBLIC WORKS ADMIN- 400	\$156,557.00	\$142,772.81	\$4,755.00	\$0.00	\$9,029.19
DPW- 410	\$701,837.00	\$633,579.85	\$7,606.00	\$0.00	\$60,651.15
HIGHWAY DEPARTMENT- 420	\$356,000.00	\$352,062.64	\$577.05	\$411,177.78	-\$407,817.47
SNOW & ICE-423	\$255,000.00	\$452,412.39	\$0.00	\$20,000.00	-\$217,412.39
STREET LIGHTS- 424	\$92,000.00	\$91,870.36	\$3,769.77	\$0.00	-\$3,640.13
SOLID WASTE- 430	\$164,000.00	\$162,024.30	\$684.79	\$0.00	\$1,290.91
PARKS- 490	\$66,600.00	\$64,240.10	\$672.00	\$28,836.49	-\$27,148.59
CEMETARY DEPARTMENT- 491	\$30,940.00	\$17,840.90	\$0.00	\$3,000.00	\$10,099.10
GASOLINE & DIESEL FUEL- 495	\$97,000.00	\$85,494.59	\$0.00	\$0.00	\$11,505.41
PUBLIC WORKS	\$1,919,934.00	\$2,002,297.94	\$18,064.61	\$463,014.27	-\$563,442.82
HEALTH DEPARTMENT- 510	\$130,648.00	\$125,107.76	\$80.00	\$0.00	\$5,460.24
DISTRICT NURSE- 522	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
COUNCIL ON AGING- 541	\$167,422.00	\$164,663.87	\$383.46	\$20,073.17	-\$17,698.50
VETERANS SERVICES- 543	\$208,371.00	\$199,559.25	\$1,976.19	\$0.00	\$6,835.56
DISABILITY COMMISSION - 549	\$500.00	\$85.98	\$0.00	\$0.00	\$414.02
HEALTH AND WELFARE	\$506,941.00	\$489,416.86	\$2,439.65	\$20,073.17	-\$4,988.68

Town of Millbury
General Fund Expenditures
June 30, 2018

LIBRARY- 610	\$444,058.00	\$435,278.04	\$130.08	\$0.00	\$8,649.88
PARK COMMISSION- 630	\$1,700.00	\$0.00	\$0.00	\$0.00	\$1,700.00
ASA WATERS- 670	\$50,500.00	\$50,133.40	\$0.00	\$11,913.06	-\$11,546.46
HISTORICAL COMMISSION- 691	\$250.00	\$0.00	\$0.00	\$0.00	\$250.00
MEMORIAL & VETERANS DAY- 692	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00
RECREATION & LEISURE	\$497,508.00	\$485,411.44	\$130.08	\$11,913.06	\$53.42
DEBT SERVICE	\$2,423,328.00	\$2,423,243.54	\$0.00	\$0.00	\$84.46
STATE ASSESSMENT	\$507,457.68	\$551,038.68	\$0.00	\$0.00	-\$43,581.00
RETIREMENT EXPENSE	\$1,590,876.00	\$1,590,876.00	\$0.00	\$0.00	\$0.00
WORKERS COMP INSURANCE	\$320,000.00	\$258,693.50	\$0.00	\$0.00	\$61,306.50
UNEMPLOYMENT INSURANCE	\$40,000.00	\$19,646.59	\$0.00	\$0.00	\$20,353.41
HEALTH INSURANCE	\$5,341,894.00	\$4,808,207.07	\$0.00	\$0.00	\$533,686.93
GROUP LIFE INSURANCE	\$5,600.00	\$4,390.65	\$0.00	\$0.00	\$1,209.35
MEDICARE	\$321,500.00	\$309,490.73	\$10,839.87	\$0.00	\$1,169.40
GENERAL & LIABILITY INSURANCE	\$474,600.00	\$474,552.93	\$0.00	\$0.00	\$47.07
GRAND TOTAL	\$41,156,283.68	\$38,650,159.74	\$1,174,194.71	\$781,545.19	\$ 550,384.14

Town of Millbury
Sewer Enterprise Fund
June 30, 2018

Revenues

Description	Budget	YTD Transactions	Budget Variance
TAX LIENS REDEEMED	15,000	17,564	2,564
PENALTY & INTEREST	10,000	15,306	5,306
COMMITTED INTEREST - 2017	0	641	641
COMMITTED INTEREST - 2018	57,500	59,873	2,373
SEWER USE - 2016	0	214	214
SEWER USE - 2017	0	74,289	74,289
SEWER USE - 2018	2,703,212	2,218,575	-484,637
SEWER USE ON REAL ESTATE - 2016	0	553	553
SEWER USE ON REAL ESTATE - 2017	0	8,670	8,670
SEWER USE ON REAL ESTATE - 2018	0	251,142	251,142
SEWER USE ON REAL ESTATE - 2019	0	0	0
UNAPPORTIONED BETTERMENTS	60,000	144,858	84,858
APPORTIONED BETTERMENTS - 2017	0	855	855
APPORTIONED BETTERMENTS- 2018	115,000	132,855	17,855
INTERGOVERNMENTAL RECEIP	200,000	216,860	16,860
SEWER INTEREST INCOME	3,500	5,634	2,134
PERMITS & OTHER MISC REVENUE	6,000	4,050	-1,950
I & I RECEIPTS	0	57,640	57,640
RESERVE FOR DEBT SERVICE	3,468	3,468	0
OTHER FINANCING SOURCES RETAINED EARNINGS	600,000	600,000	0
	3,773,680	3,813,048	39,368

Expenses

Description	Budget	YTD Transactions	Budget Variance
SEWER DEPT. SALARIES - ELECTED	3,738	3,738	0
SEWER DEPT. SALARIES - ADMIN	0	0	0
SEWER DEPT. FULL TIME CLERICAL	39,902	36,577	3,325
PART-TIME CLERICAL	0	0	0
SEWER WORKERS	168,522	179,180	-10,658
SEWER DEPT SEASONAL	7,920	0	7,920
OVERTIME	36,950	38,857	-1,907
LONGEVITY	6,264	0	6,264
CLOTHING ALLOWANCE	2,600	500	2,100
PURCHASE OF SERVICES	292,189	291,990	199
SEWER SUPPLIES	45,000	42,130	2,870
SEWER DEPT UBWPAD FEES	951,878	951,878	0
PROFESSIONAL DEVELOPMENT	6,000	2,926	3,074
CAPITAL OUTLAY	265,000	14,889	250,111
CAPITAL EXPENSE	50,000	17,814	32,186
RETIREMENT OF DEBT	952,643	952,643	0
INDIRECT COSTS	345,074	345,074	0
	3,173,680	2,878,197	295,483

EMPLOYEE		TITLE/POSITION	FY18 SALARY + OT
MYERS	GREGORY	SUPERINTENDENT	\$158,740.60
LEWOS	BRIAN	POLICE SERGEANT	\$158,558.84
DALY	DANIEL	POLICE OFFICER	\$146,300.01
MARCIELLO	DAVID	TOWN MANAGER	\$144,173.54
OLIVERI	NICOLE M.	POLICE OFFICER	\$139,424.51
DESORCY	DONALD P	POLICE CHIEF	\$134,744.55
LEMOINE	PAUL	POLICE OFFICER	\$131,732.54
CADRIN	KIMBERLY	POLICE OFFICER	\$129,694.34
MCFAUL	STEPHEN A.	POLICE SERGEANT	\$126,403.39
BENNETT	TARA	HIGH SCHOOL PRINCIPAL	\$125,080.00
BEDARD JR.	RICHARD	SCHOOL BUSINESS MANAGER	\$123,216.00
PISCITELLI III	FRANK	POLICE OFFICER	\$118,264.93
GAUTHIER	MICHELLE S.	ELMWOOD TEACHER-2ND	\$117,726.72
MCGRATH	MATHEW	POLICE OFFICER	\$116,748.07
BELLVILLE	JENNIFER	DIRECTOR OF CURRICULUM	\$110,731.00
HALL	ANDREW	ELMWOOD PRINCIPLE	\$109,111.00
VOKES	KATE	DIRECTOR OF PUPIL SERVICES	\$109,008.00
WOELLER	JARROD	POLICE OFFICER	\$107,666.57
FRIEDMAN	MIRIAM	SHAW PRINCIPLE	\$105,336.00
GUYAN JR	ROBERT	POLICE OFFICER	\$104,915.39
FORTUNATO	NICHOLAS	POLICE OFFICER	\$104,264.52
PALUSES	DIANE M	KINDERGARTEN TEACHER- ELMWOOD	\$102,274.57
GASCO	KEITH	POLICE OFFICER	\$101,838.58
CHAPLIS	COREY	RE SHAW SPECIAL ED TEACHER	\$101,283.59
MESERVEY	ANN	HIGH SCHOOL GUIDANCE	\$100,616.44
BRADSTREET	ELAINE	JR HIGH SCHOOL TEACHER-MATH	\$100,361.55
HAMILTON	THERESA	HIGH SCHOOL TEACHER	\$100,091.02
POLSELLI	CHRISTOPHER	POLICE OFFICER	\$99,587.78
THOMPSON	ANNE	ASST PRINC- JR HIGH	\$98,489.00
CRANSKA	MICHELLE	SUBSTITUTE - PE	\$97,691.94
WARPULA	ANDREA	POLICE OFFICER	\$97,169.62
LOWE	CHRISTOPHER	ASST HIGH SCHOOL PRINCIPAL	\$95,070.00
TUCCIO	ANDREW	ASSISTANT PRINCIPLE-SHAW	\$92,752.16
DE BAGGIS	STEPHANIE	HIGH SCHOOL TEACHER	\$92,610.83
WARREN	CHRISTINE M.	HIGH SCHOOL TEACHER	\$92,307.30
TARKA	MICHAEL	SHAW SCHOOL TEACHER-6TH	\$92,086.00
AQUAFRESCA JR	ROY	POLICE OFFICER	\$90,541.08
BERGIN	RICHARD	HIGH SCHOOL TEACHER-PHYS ED	\$90,153.10
MARA	PATRICK	ATHL DIR/HS TEACHER	\$89,501.75
RENO	STEPHEN J.	HIGH SCHOOL TEACHER	\$89,471.36
BURKE	COREY	ELMWOOD ASST PRINC	\$89,416.74
BELLVILLE	ROBERT R.	DIRECTOR OF TECHNOLOGY	\$89,354.00
STACHURA	FRANK	GRADE 4 ASSIT PLANT OPERATOR	\$88,991.67
DABNEY	MELISSA	HIGH SCHOOL TEACH-FOREIGN LANG	\$86,588.00
SLATER	CHRISTINE	HIGH SCHOOL TEACHER	\$86,301.75
BELLIVEAU	KARLA	ELMWOOD SPECIAL ED TEACHER	\$85,755.09
CUNHA	JONATHAN	HIGH SCHOOL TEACHER-BUSINESS	\$85,543.00

EMPLOYEE		TITLE/POSITION	FY18 SALARY + OT
SUTPHEN	MARK A	HIGH SCHOOL TEACHER	\$85,406.52
PALANO	SALVATORE	HIGH SCHOOL TEACHER	\$85,398.26
YASKIS	JOSEPH	SHAW SCHOOL TEACHER-6TH	\$85,115.79
TARALLO	SUSAN	HIGH SCHOOL TEACHER	\$85,051.01
HALACY	PAUL	FACILITIES DIRECTOR	\$84,950.00
COTE	MARISA	HIGH SCHOOL TEACHER-ENGLISH	\$84,775.86
POZZESSERE	JULIE	SHAW SCHOOL TEACHER-5TH	\$84,597.00
BOULANGER	KRISTIN	ELMWOOD TEACHER- 1ST	\$84,487.85
KALLIN	BARBARA	HIGH SCHOOL SPED TEACHER	\$84,447.00
MORAN	COURTNEY	HIGH SCHOOL TEACHER	\$84,337.42
PISCITELLI	JAMES L	LEAD- SEWER DEPT	\$84,071.80
COX	PATRICIA	ELMWOOD SPEC ED TEACHER	\$84,040.38
DESROSIERS	JANICE	SHAW SCHOOL TEACHER-6TH	\$84,025.39
PINE	KIMBERLY	HIGH SCHOOL TEACHER	\$83,979.92
MAINHART	CHRISTOPHER	ELMWOOD TEACHER-1ST	\$83,734.38
BRUNELL	AUDRA	ELMWOOD STREET SCHOOL TEACHER	\$83,521.39
HILLIER	JOHN P.	HIGH SCHOOL TEACHER	\$83,517.77
STODULSKI	KATHRYN	ELMWOOD TEACHER- 1ST	\$83,415.16
LYON	JEFFREY	HIGH SCHOOL TEACHER	\$83,410.00
KODRA	BESIAN	HIGH SCHOOL TEACHER	\$83,286.38
MUNNS	LESLIE	HIGH SCHOOL TEACHER	\$83,286.38
CHRISTENSEN	ROBERT	JR HIGH FOREIGN LANG	\$83,258.46
KOSIBA JR	JOSEPH	LEAD - HIGHWAY	\$82,933.31
DRALEAUS	KIMBERLY	PRESCHOOL TEACHER- ELMWOOD	\$82,839.24
WILSON	JAMIE	ELMWOOD SPEECH TEACHER	\$82,769.39
FERREIRA	DANIEL	HIGH SCHOOL TEACHER	\$82,729.00
FLAHERTY	ROSEMARY	HIGH SCHOOL LIBRARIAN	\$82,633.00
MERRILL	KELLY	SHAW SCHOOL SPED TEACHER	\$82,626.86
SULLIVAN	RYAN	HIGH SCHOOL TEACHER	\$82,491.28
LOMBARDI	LINDA	KINDERGARTEN TEACHER- ELMWOOD	\$82,415.68
KING	ERICA	TEACHER	\$82,278.15
WILLIAMSON	CATHERINE	SHAW SCHOOL GUIDENCE	\$82,118.29
CONLON	SARAH	ELMWOOD SCHOOL PSYCHOLOGIST	\$82,074.92
MCKEON	MICHAEL	SHAW SCHOOL TEACHER-PHYS ED	\$81,830.43
BELLEROSE	JOAN	ELMWOOD TEACHER-2ND	\$81,707.46
CHANDLER	REGIS	SHAW ELEMENTRY TEACHER-4TH	\$81,675.70
MEDEIROS	JOANN	HIGH SCHOOL SPED TEACHER	\$81,463.76
RUCHO	TIMOTHY	HIGH SCHOOL TEACHER	\$81,463.76
MAIO	SAMANTHA	SPED TEACHER-ELMWOOD-2NS	\$81,387.00
BONAVITA	LAURIE	DIR. OF PLANNING/DEVELOPMENT	\$81,193.64
PONTBRIAND	JESSICA	SHAW SCHOOL TEACHER-4TH	\$80,973.15
SCHONBERG	CHERYL	TEACHER SHAW ELEM	\$80,957.10
MCQUADE	PAUL	HIGH SCHOOL TEACHER	\$80,859.84
ROLLINS	JAMES	SHAW SCHOOL TEACHER-BAND	\$80,586.93
COURTNEY	MARYELLEN	HIGH SCHOOL GUIDANCE	\$80,368.43
FAIRBANKS	GAIL M	HIGH SCHOOL TEACHER	\$78,778.00
DIGANGI	MICHAEL	SHAWTEACHER-PHYS ED	\$78,256.96

EMPLOYEE		TITLE/POSITION	FY18 SALARY + OT
AVAKIAN	JASON	HS TEACHER-LIFE SKILLS	\$77,973.27
CARUSO	KEITH	EQUIPMENT OPERATOR II	\$77,863.33
OSTROSKY	ANDREA	TEACHER	\$77,468.60
DEGON	CHRISTOPHER	HIGH SCHOOL TEACHER-ENGLISH	\$76,929.00
HEINO	CHERYL D.	ELMWOOD TEACHER- ART	\$76,924.78
RICHARDS JR	RAYMOND	TEACHER-HIGH SCHOOL	\$76,879.61
MAY	LAUREN	HS PSYCHOLOGIST	\$76,811.70
BALDINI	MICHAEL	JR. HIGH SCHOOL TEACHER	\$76,487.46
HENRY	CHRISTINE	HIGH SCHOOL TEACHER	\$76,438.96
FLAMAND	JENNIFER	KINDERGARTEN TEACHER-ELMWOOD	\$76,377.93
SIIMES	PATRICIA A	SHAW SCHOOL TEACHER-SPEECH	\$76,024.64
SHEA	DAWN	SPED TEACHER SHAW	\$76,005.60
CUNHA	REBECCA	HIGH SCHOOL TEACHER-FOREIGN LA	\$75,714.87
ROTTMAN	ALLYSON	ELMWOOD TEACHER	\$75,623.00
TRAHAN	ELIZABETH	ELMWOOD SPEC ED TEACHER	\$75,592.96
CRONIN	JENNIFER	JR HIGH SCHOOL TEACHER-MATH	\$75,539.96
TOMINSKY	CHRISTINE	KINDERGARTEN TEACHER-ELMWOOD	\$75,449.34
BURKE	DANA	TECH TEACHER-ELMWOOD	\$75,156.62
MAYNARD	SEAN	POLICE OFFICER	\$75,079.81
BARTLEY-MACDONALD	STEPHANIE	SHAW SPECIAL ED TEACHER	\$74,850.96
PRZYGODA	GREGORY	TEACHER - HS	\$74,809.94
REID	KRISTEN	HIGH SCHOOL TEACHER	\$74,741.27
MORIN	SHERRIE	HIGH SCHOOL TEACHER	\$74,691.77
POLISSACK	MICHELLE	ELMWOOD PHYS. ED TEACHER	\$74,690.77
FINNEGAN	MELISSA	ELMWOOD TEACHER- 1ST	\$74,682.96
NEWHALL	LAURA	OCCUP. THERAPY - ELMWOOD	\$74,542.67
RUTKIEWICZ	STEPHEN	HIGH SCHOOL TEACHER	\$74,521.13
FUENTES	AMY	ELMWOOD TEACHER-3RD	\$74,235.77
BLESSINGTON	MARK	HIGH SCHOOL TEACHER-ENGINEERIN	\$74,158.13
PERKINS	PAMELA	NURSE-SHAW ELEMENTARY	\$74,123.77
RICHARDS	JULIE	ELMWOOD TEACHER- 1ST	\$74,123.21
THOMAS - DEBARI	COLEEN	TEACHER- SHAW	\$73,988.91
RUTH	ANGELA	ELMWOOD SPEC ED TEACHER	\$73,539.80
MISTRETTA	JOHN	SHAW TEACHER	\$73,530.28
WEBBER	COURTNEY	TEACHER	\$73,263.90
KELLEY JR	JAMES	HR DIRECTOR	\$73,103.58
TARCKINI	MICHAEL	POLICE OFFICER	\$72,871.27
RACINE	HELEN	TEACHER	\$72,628.00
PRZYGODA	CHLOE	HS TEACHER	\$72,576.11
DARLING	AMANDA	TEAM CHAIR SHAW/ELMWOOD	\$72,456.59
ROMEO	CYNTHIA	SCHOOL NURSE-ELMWOOD	\$72,338.62
WEBB	JACOB	POLICE OFFICER	\$71,344.80
SANTIAGO	CAREY	ELMWOOD TEACHER-3RD	\$71,319.06
COONEY	CAROL	ELMWOOD SPEECHTEACHER	\$71,055.24
ATTERIDGE	JENNIFER	ELMWOOD TEACHER-2ND	\$70,985.90
NIEVES	BONNIE	HS SCIENCE TEACHER	\$70,820.10
LECLAIRE	ERIC	GRADE 3 ASSIT PLANT OPERATOR	\$70,249.27

EMPLOYEE		TITLE/POSITION	FY18 SALARY + OT
SAUNDERS	MARLA	ELMWOOD TEACHER	\$70,199.13
VAILLANCOURT	ANNA	SHAW SCHOOL TEACHER-4TH	\$69,663.29
WARD	CARL J	LEAD - HIGHWAY DEPART	\$69,635.23
VOKES	KERI	TEACHER/SOCIAL WORKER HS	\$68,610.69
VALERO	ELIZABETH	LIBRARY DIRECTOR	\$68,332.38
GRASS	LINDSAY	TEACHER ELMWOOD 3RD	\$68,135.02
MARLBOROUGH	DENISE M.	TREASURER/COLLECTOR	\$67,549.40
KELLEY	JENNIFER	TEACHER- ELMWOOD 3RD	\$67,411.80
BUNTIN	CONSTANCE	SHAW TEACHER	\$67,188.00
NASTASIA	KEITH	ACTING DPW DIRECTOR	\$67,050.00
ANDRADE	RICHARD	SPECIAL POLICE OFFICER	\$66,466.50
MORIN	JOANNA	TEACHER HIGH SCHOOL	\$65,951.04
HOPPER	MARIA	TEACHER-SHAW-6TH	\$65,677.09
BOTTIGLIERI	NICOLE	TEACHER-ELMWOOD-1ST	\$65,349.99
ALGER	TONIA	SHAW TEACHER	\$64,916.54
O'CONNOR	JUDITH A	COA DIRECTOR	\$63,954.75
PRUE	LORI A	PUBLIC SAFETY DISPATCHER	\$63,700.11
DE MARIA	MARY ANN	TEACHER	\$63,629.93
PASCHERI	MATTHEW	HIGH SCHOOL TEACHER	\$63,573.86
KRASSOPOULOS	KEVIN	CABLE COMMISSION DIRECTOR	\$62,912.20
VANGOS	ANASTASIA	HS TEACHER	\$62,764.48
PELLETIER	ROBERT	TOWN MECHANIC	\$62,742.45
WHEELER	MEGAN	TEACHER-ELMWOOD -2ND	\$62,564.40
HAHN	KARA	TEACHER-SHAW	\$62,320.47
ELIE	SCOTT	LABOR EQUIP OPERATOR II	\$62,060.46
SETTLE	CHRISTOPHER	TEACHER - HIGH SCHOOL	\$61,348.89
MOLNAR	ERIN	HS TEACHER	\$61,339.39
FOLEY	CHRISTINA	HS TEACHER	\$61,335.18
LESLIE	MARY	CAFETERIA DIRECTOR	\$61,329.00
HERMANN	STEPHANIE	SPEECH TEACH-ELM & SHAW	\$61,318.08
BRIGGS	LINDSEY	HS TEACHER	\$61,009.43
GINESE	MARK	EQUIPMENT OPERATOR II	\$60,946.59
STOUTT	ALEXANDRA	TEACHER	\$60,536.15
REILLY	EMILIE	TEACHER - ELMWOOD-3RD	\$60,230.22
DAVOLIO	JAYNE MARIE	TOWN CLERK	\$60,118.25
GREEN	ANDREA	HIGH SCHOOL TEACHER	\$59,947.62
SMARRA	CRISTINA	TEACHER	\$59,788.18
DAVIS	SHERYLL	PUBLIC SAFETY DISPATCHER	\$59,671.56
STRINGHAM	PAUL	BUILDING INSPECTOR	\$59,396.81
AVRAMIDIS	ANGELA	HIGH SCHOOL NURSE	\$59,221.86
BOUGHTON	BRIAN	EQUIPMENT OPERATOR II	\$59,108.03
KOPROWSKI	BRADLEY	TEACHER - HIGH SCHOOL	\$58,949.43
HIGGINBOTTOM	PAMELA	SCHOOL CUSTODIAN	\$58,672.43
DALLAIRE	PETER	SHAW TEACHER	\$58,552.06
HOCHARD	JENNIFER	PRESCHOOL TEACHER- ELMWOOD	\$57,561.12
CHARRON	MICHELLE	SHAW TEACHER	\$57,112.48
QUIGLEY	DEVYN	TEACHER	\$56,744.39

EMPLOYEE		TITLE/POSITION	FY18 SALARY + OT
BENGTSON	KIMBERLY	SHAW TEACHER	\$56,647.00
PEDONE	JOHN	EQUIPMENT OPERATOR	\$56,432.75
GONYEA	MARK	SCHOOL CUSTODIAN	\$55,860.35
SULLIVAN	AMY	TEACHER	\$55,692.40
PISCITELLI	LORI J.	SCHOOL DEPARTMENT CLERICAL	\$55,189.00
BEAHN	KELLY	TEACHER-ADJUSTMENT COUNSELOR	\$55,020.40
MOROSKI	JEAN	ASSISTANT ASSESSORS	\$54,890.26
BOLLINGER	JARED	HS TEACHER	\$54,414.03
ROE	SARA	TEACHER	\$54,180.86
EARNEST	EDWARD	TECHNOLOGY	\$54,092.67
VALLEE	DAVID	SCHOOL CUSTODIAN	\$54,024.46
BARBOSA	KAYLA	HIGH SCHOOL TEACHER	\$53,920.99
MARTIN	WILLIAM J.	SCHOOL CUSTODIAN	\$53,866.64
KOSIBA	STEVEN M	EQUIPMENT OPERATOR II	\$53,771.66
RICHARDS	BUCKY	CUSTODIAN	\$53,700.37
FURNO	BRITTANY	SHAW TEACHER	\$53,537.35
VANNI	ANDREW	FINANCE DIRECTOR	\$53,410.09
FREITAS	DONNA	SCHOOL DEPARTMENT CLERICAL	\$53,135.10
BERNARD	TIMOTHY S	SCHOOL CUSTODIAN	\$53,111.36
RICHARDS	DEBRA M.	SCHOOL CUSTODIAN	\$53,108.55
DALTON	SUSAN	FULL TIME-DISPATCHER	\$53,047.79
SMARRA	ELIZABETH	HIGH SCHOOL GUIDANCE	\$53,045.98
PLATTS	BRENDA	SHAW SCHOOL TEACHER-5TH	\$52,782.29
AMARAL	JAMES	HIGH SCHOOL TEACHER	\$52,780.00
EKSTROM	HOLLY	SHAW SCHOOL TEACHER-5TH GR	\$52,776.03
ALMSTROM	JULIE	LONG TERM SUB	\$52,594.29
LOBAS	JOSEPH	LEAD - TRANSFER STATION	\$51,430.62
HAYES	PATRICIA	EXECUTIVE ASSISTANT	\$51,035.63
CARR	JEFFREY	SUB-CUSTODIAN	\$50,822.02
MCELROY II	JOHN	ASA WATERS DIRECTOR	\$49,961.43
AGYEMAN JR	KOFI	CUSTODIAN HS	\$49,560.34
DEMPSEY	JEFFREY	SCHOOL CUSTODIAN	\$49,516.55
BECKEMAN	SARAH	ELMWOOD TEACHER-2ND	\$49,326.83
VAN METER	ROBERT	OPERATIONS MANAGER	\$48,889.53
WRIGHT	MATTHEW	TEACHER AIDE	\$48,747.30
BROUSSEAU	SHERRI A.	ASSIST TOWN ACCOUNTANT	\$48,186.04
IADAROLA	BRIAN	HEAD OF MAINTENANCE-TOWN HALL	\$48,066.30
BICCHIERI	MOLLY	TEACHER	\$47,840.13
O'DONNELL	RYAN	SUB CUSTODIAN	\$47,429.38
SIBLEY	RACHEL	ELMWOOD TEACHER	\$47,335.46
MCGOVERN	CHELSEA	HIGH SCHOOL TEACHER	\$47,315.13
LEBLANC	GABRIELLE	SHAW TEACHER	\$47,309.20
LEGERE	GAIL	SCHOOL DEPARTMENT CLERICAL	\$46,091.33
ECONOMOS	STEPHEN	HIGH SCHOOL TEACHER	\$46,070.65
COREY	KIM	ADMINSTRATOR ASSISTANT	\$45,931.50
O BRIEN	MARY F	SCHOOL DEPARTMENT CLERICAL	\$45,869.91
PETTINELLA	GREGORY	SPECIAL POLICE OFFICER	\$45,583.00

EMPLOYEE		TITLE/POSITION	FY18 SALARY + OT
LANDRY	ALISON	SHAW TEACHER	\$45,551.02
QUINN	DEVAN	HIGH SCHOOL TEACHER	\$45,229.13
PERVIER	JAMES	SPECIAL POLICE OFFICER	\$45,087.50
GIROUX	CHELSEA	ELMWOOD TEACHER	\$45,011.99
ALMSTROM	NICOLE	SHAW TEACHER	\$44,828.37
MCKENNEY	ALJUMAA	CUSTODIAN	\$44,788.33
FARRINGTON	JENNIFER	LONG TERM SUB	\$43,722.83
GIBSON	MAUREEN	ASST. TREASURER/COLLECTOR	\$43,535.03
DALLAIR	ANN	CHILDREN'S LIBRARIAN	\$43,148.00
HALL	THOMAS	SPECIAL POLICE	\$42,812.50
MARKEY	REGINA A	FIRE DEPARTMENT HEAD CLERK	\$42,322.67
JOHNSON	ANDREW	HIGH SCHOOL TEACHER	\$42,175.37
PAQUETTE	ANDREA	ADMIN ASST	\$41,473.88
VENTURA-AUSTIN	CAROLYN	LONG TERM SUB	\$41,417.43
RAYMOND	DOUGLAS T.	SPECIAL POLICE	\$41,262.50
RICHARD	KURT	SPECIAL POLICE OFFICER	\$41,225.00
L'HEUREUX	SANDRA A.	SCHOOL DEPARTMENT CLERICAL	\$40,814.09
SWANSON	ANN	HEAD CLERK-CONSERVATION	\$40,736.43
AREND	VICTORIA	HS TEACHER	\$40,684.70
IWANIUK	LORI	SCHOOL CAFETERIA WORKER	\$40,597.72
BILLINGTON	CHRISTINE	HEAD CLERK DPW	\$40,483.83
PEZANELLI	LORNA	INSTRUCTIONAL AIDE	\$40,343.24
DAILEY	MARGARET	HEAD CLERK TREASURER'S OFFICE	\$40,192.00
SAMPSON	JOYCE	PUBLIC ACCESS ASST. DIRECTOR	\$40,111.33
CARNEIRO	JILLIAN	SHAW TEACHER	\$40,065.54
BROWN	MARGARET	SCHOOL CLERK-ELMWOOD	\$39,075.00
LAVOIE	PAMELA	TEACHER AIDE	\$38,546.84
PAQUETTE-RIORDAN	AMY	HEAD CLERK-DPW	\$38,442.82
VIGNEAU	ELIZABETH	CLERK SHAW SCHOOL	\$37,627.53
SUTHERLAND	MICHAEL	POLICE OFFICER	\$36,911.80
BIEN	KELLY	ELMWOOD TEACHER	\$36,908.34
WALL	KRISTIN	SCHOOL DEPARTMENT CLERICAL	\$36,642.80
MAZZONE	ROBIN	GUIDANCE SEC H.S	\$36,635.58
LACHANCE	MARC	TEACHER - SHAW	\$35,905.19
DIDOMENICA	PATRICIA	SPECIAL EDUCATION AIDE	\$35,757.53
RUSSELL	PAUL D	SPECIAL POLICE	\$35,737.50
HARRINGTON	JOHN	SPECIAL POLICE OFFICER	\$35,450.00
BOTT	PAMELA	HEAD CLERK/PLANNING	\$34,932.45
DALTON	BRIAN	DISPATCHER	\$34,855.84
BELL	HEATHER	TEACHERS AIDE-HS	\$34,845.00
TROTTIER	MAUREEN	HEAD CLERK-ASSESSORS	\$34,373.20
GUILLORY	MARIE	LIBRARY ASSISTANT	\$34,096.10
AUBIN	ELIZABETH	PUBLIC LIBRARY-ASSISTANT	\$32,819.34
MULLIGAN	NIKOL	GUIDANCE SECRETARY	\$32,589.77
HAMILTON	RICHARD P	FIRE CHIEF	\$32,490.64
SWENSON	BRETT	HS INSTRUCTIONAL AIDE	\$32,153.80
SARRO	JILL	INSTRUCTURAL AIDE	\$31,973.23

EMPLOYEE		TITLE/POSITION	FY18 SALARY + OT
WILKINSON	WILLIAM	SPECIAL POLICE	\$31,687.50
YAGHOUBIAN	MARYANN	INSTRUCIONAL AIDE	\$31,246.18
COLLINS	LAURA	ATHLETIC TRAINER	\$30,529.60
LASRI	TAMAR	TEACHER	\$30,497.08
GIRARD	REBECCA	INSTRUCTIONAL AIDE	\$29,680.80
LEIGHTON	AMANDA	LIBRARY ASSISTANT	\$29,373.51
SEYMOUR	DEBORAH	INSTRUCTIONAL AIDE	\$29,287.04
RICHARDSON	HEATHER	INSTRUCTIONAL AIDE	\$29,055.12
BULLETT	MARY	TEACHER AIDE	\$28,989.38
BERTHIAUME	JESSICA	INSTRUCTIONAL AIDE	\$28,482.09
BEAUCAGE	JEAN	BUS DRIVER	\$28,364.41
MARTIN	TRICIA	TUTOR - TITLE I	\$28,324.50
PIERCE	LEAH	DISPATCHER	\$28,298.24
BENNETT	CANDICE	TEACHER AIDE	\$28,200.59
WESTERLIND	AMANDA	SPECIAL ED SECRETARY	\$28,074.99
BERNARD	MARY	TEACHER AIDE	\$27,625.64
GVIRTSMAN	ANNA	TEACHER - HIGH SCHOOL	\$27,594.00
PASCERI	LINDA	INSTRUCTIONAL AIDE	\$26,889.37
HAAK	DAVID	SCHOOL CUSTODIANS	\$26,678.72
HENDON	WENDY	SPED CLERK- ELMWOOD	\$26,641.98
FISHWICK	BRANDON	INSTRUCTIONAL AIDE	\$26,557.72
BASTARACHE	JUDITH	MEDIA CLERK	\$26,435.46
MCKENNA	KATHERINE	SELECTMAN	\$26,249.53
GAUTHIER	CANDY	SCHOOL CUSTODIAN	\$26,050.04
VEGA	ANA	INSTRUCTIONAL AIDE	\$26,045.76
ROE	BRUCE	INSTRUCTURAL AIDE	\$25,681.24
LAGERHOLM	KERRY	INSTRUCTIONAL AIDE-ELMWOOD	\$25,519.08
JUST	NANCY	INSTRUCTIONAL AIDE	\$25,449.84
GOBRON	KERRY	INSTRUCTIONAL AIDE	\$25,317.15
BIEN	MARGARET	TEACHER AIDE	\$24,828.74
PRZYBYLEK	CATHERINE	INSTRUCTRUAL AIDE	\$24,699.08
FLEMING	AMY	GENERAL CLERK-TREASURER/COLLECTOR	\$24,603.17
DAVIS	ZACHARY	TEACHER AIDE	\$24,602.38
ISAACSON	LYNN	ELMWOOD SECRETARY	\$24,598.91
NELSON	JACKIE	SECRETARY	\$24,448.67
LOWKES	KARA	SUBSTITUTE	\$24,440.56
ALESSI	CHARLES	INSTRUCTIONAL AIDE	\$24,072.56
WATTERS	JOHN	TEACHERS AIDE	\$24,068.54
PRIORE	AMANDA	INSTRUCTIONAL AIDE	\$24,067.32
BYRNE	SOPHIA	INSTRUCTIONAL AIDE	\$23,952.96
LEUNG	NANCY	HIGH SCHOOL TEACHER	\$23,879.30
WOOL	MARIE-ELLEN	SCHOOL CUSTODIAN	\$23,248.88
BOWKER	JUDY	TEACHER AIDE	\$23,225.57
PARENTEAU	DALE	HIGH SCHOOL ATTENDANCE CLERK	\$23,143.05
MERCADANTE	MARY	INSTRUCTIONAL AIDE	\$23,071.24
WHITSON	BRENDAN	TEACHER AIDE	\$22,973.04
BARBER	ROBBIE	SUB-CUSTODIAN	\$22,746.77

EMPLOYEE		TITLE/POSITION	FY18 SALARY + OT
DEAN	NAFEESA	TEACHER AIDE	\$22,217.55
O'BRIEN	RICHARD	SPECIAL POLICE	\$22,137.50
ADAMS	KATHY J	CATERIA COOK	\$21,854.79
MATTRICK	FRANCIS	COA HEAD CLERK	\$21,821.65
ARMSTRONG	NIKOLAS	INSTRUCTIONAL AIDE	\$21,780.00
MONTANO	STEPHANIE	INSTRUCTIONAL AIDE	\$21,622.70
BENGTSON	CYNTHIA	CAFE WORKER	\$21,573.04
SHEA	ALIVIA	ELMWOOD TEACHER	\$21,528.80
DALY	MAUREEN	INSTRUCTIONAL AIDE	\$21,431.86
SCHIAVONE	ISABELLA	INSTRUCTIONAL AIDE	\$21,049.60
WOJNAR	MARK	SPECIAL POLICE OFFICER	\$20,700.00
LEE	CONNOR	SHAW- TEACHERS AIDE	\$20,699.16
DRISCOLL	BETH	TUTOR	\$20,692.50
RODRIGUEZ	JULIET	TITLE 2 TUTOR	\$20,662.50
FLANAGAN	SUZANNE	TEACHER AIDE	\$20,505.00
KAHLE SHONEMAN	DAWN	TEACHER	\$20,415.61
BERTHIAUME	JANICE	SUBSTITUTE TEACHER	\$20,165.00
RYAN	JORDAN	SPECIAL POLICE OFFICER	\$20,000.00
REUMANN	KIMBERLY	LIBRARY/MEDIA CLERK	\$19,636.54
SCHOLD	JACQUELINE	GENERAL CLERK BOH	\$19,187.08
FAVREAU	SAMANTHA	LONG TERM SUB	\$18,996.00
ALLARD	ARTHUR E.	SPECIAL POLICE	\$18,900.00
ANDREOZZI	LORI	TEACHER AIDE	\$18,857.58
KEDDY	CAROLIN	INSTRUCTIONAL AIDE	\$18,612.10
BENGTSON	BLAKE	AFTERCARE AIDE	\$18,458.60
YOUNG	BARBARA	TEACHER AIDE/CAFE	\$18,440.13
GAUTHIER	GREGORY	PLUMBING INSPECTOR	\$18,099.92
AUSTIN	ELAINE	TEACHERS AIDE	\$18,060.40
NUGENT	JILL	INSTRUCTIONAL AIDE	\$18,060.08
REARDON	CHARLES	SPECIAL POLICE OFFICER	\$17,675.00
DINSDALE-MAGNANT	KAREN	SUBSTITUTE	\$17,674.68
LAUZIERE	JANET	CAFETERIA WORKER	\$17,606.10
POUSLAND	DEBRA	JUNIOR CLERK	\$17,548.12
BATER	JUDITH	BOH HEAD CLERK	\$17,529.84
IANNICCHERI	NICOLE	SCHOOL CAFETERIA WORKER	\$17,056.63
BUSO	PHILLIP D	VETERANS AGENT	\$16,758.63
BRINDISI	JILL	PUBLIC LIBRARY- ASSISTANT	\$16,735.70
FRANKLIN	STEPHANIE	INSTRUCTIONAL AIDE- ELMWOOD	\$16,217.80
MARLBOROUGH	ALYSSA	IA	\$15,906.12
KING	RYAN	COA- MAINTENANCE	\$15,851.07
MORRIS	LAWRENCE	ELECTRICAL INSPECTOR	\$15,819.92
RAWINSKI	DENNIS	PUBLIC LIBRARY CUSTODIAN	\$15,669.66
DAHLSTROM	MICHAEL	TEACHER AIDE	\$15,623.16
BOUDREAU	LISA	LIBRARY PAGE	\$15,270.33
NARKAWICZ	JOANN	CAFETERIA SUBSTITUTE	\$15,212.94
BECKWITH	DONNA	SCHOOL DEPARTMENT CLERICAL	\$15,034.75
PISCITELLI	STEVEN	FIREFIGHTER-ASSIST CHIEF	\$14,902.81

EMPLOYEE		TITLE/POSITION	FY18 SALARY + OT
CLEMENT	JILL	INSTRUCTIONAL AIDE	\$14,846.42
DELANEY	SUZANNE	PERMANENT PART-TIME CAFE WORKE	\$14,748.54
COTE	REBECCA	INSTRUCTIONAL AIDE	\$14,632.95
DONOVAN	LINDA	GENERAL CLERK	\$14,277.00
BROYLES	MICHAEL	SPECIAL POLICE OFFICER	\$14,175.00
LUBY	MICHAEL	SPECIAL POLICE	\$14,100.00
JOHNSON JR	RICHARD	LABOR EQUIP OPERATOR II	\$13,731.92
DOWD	DANIEL	SPECIAL POLICE	\$13,675.00
JOHNSON	CINDY	JR. CLERK	\$13,585.49
BOWLIN	CHRISTIANE	SUBSTITUTE	\$13,491.39
VAN ECK	CARLA	LONG TERM SUB	\$13,450.68
FREDERICO	ROBERT	BUILDING INSPECTOR	\$13,341.00
BANFILL	TODD	AFTER SCHOOL PROGRAM WORKER	\$13,083.02
SILVER	ROBERT	FIREFIGHTER-CAPTAIN	\$13,021.13
FRAZIER	SANDRA	SCHOOL CAFETERIA WORKER	\$12,949.46
MAMISHIAN	MARY	INSTRUCTUAL AIDE	\$12,885.84
GASCO	BRIAN K	FIREFIGHTER-ASSIST CHIEF	\$12,776.73
GENTILE	ANN MARIE	TEACHER AIDE	\$12,363.92
SANTORO	KYLE	SUBSTITUTE	\$12,325.00
KOSIBA	STEVEN M	FIREFIGHTER	\$12,315.86
WILBUR	ELISE	INSTRUCTIONAL AIDE	\$12,293.01
RUDGE	DAVID	FIRE CHIEF	\$12,010.03
GIRARD	KAREN	CAFE WORKER	\$11,997.65
RIPP	DAVID	BCBA-SHAW	\$11,986.51
SMITH	LISA	PUBLIC SAFETY DISPATCHER	\$11,844.33
STRAPPONI	LISA	CAFETERIA SUB	\$11,520.39
GREEN	DIANE	GENERAL CLERK	\$10,991.75
LAGERHOLM	ANDREA	SUBSTITUTE TEACHER	\$10,856.75
ARP	PATRICIA	ENERGY MANAGER	\$10,661.01
LOLAR	GRADEN	SUMMER LABORER	\$10,616.38
ORRELL	KIMBERLY	SHAW SCHOOL TEACHER-4TH	\$10,384.03
WILBUR	JULIE	INSTRUCTIONAL AIDE	\$10,196.25
PAGE JR.	EDWARD	SPECIAL POLICE	\$10,050.00
O'LEARY	TIMOTHY	SPECIAL POLICE	\$9,712.50
SAINZ	DEANNA	SUBSTITUTE	\$9,583.81
BARROWS	ROBIN	SUB TEACHER	\$9,560.00
WELCH	JENNIFER	CAFETERIA SUB	\$9,514.86
LARSON	KELLEY	INSTRUCTIONAL AIDE	\$9,424.58
BENNETT	RYAN	SPECIAL POLICE OFFICER	\$9,300.00
RYDANT	BRIAN	SEASONAL DPW	\$9,270.25
DUARTE	JONATHAN	INSTRUCTIONAL AIDE	\$9,135.60
NEWLANDS	KEITH	FIREFIGHTER-CAPTAIN	\$9,074.41
LAROCQUE	KRISTEN	CAFE- SUB	\$9,067.98
REPEKTA	JENNIFER	CAFETERIA WORKER	\$8,964.64
FRESOLO	YVETTE	CAFE SUBSTITUTE	\$8,902.13
WOODS	KEVIN	SPECIAL POLICE OFFICER	\$8,775.00
LEVASSEUR	PAUL	CUSTODIAN	\$8,762.08

EMPLOYEE		TITLE/POSITION	FY18 SALARY + OT
HAAK	ELAINE	SCHOOL CAFETERIA WORKER	\$8,725.89
THURLOW	ABIGAIL	AFTER CARE AIDE	\$8,595.57
PEARE	RAY P	FIREFIGHTER	\$8,536.93
RICHARD	MELISSA	INSTRUCTIONAL AIDE	\$8,532.45
MAZZOLA	SARA	CAFETERIA SUB	\$8,495.22
GOODMAN	KRYSTAL	NURSE	\$8,247.92
DROS	CHRISTOPHER	INSTRUCTIONAL AIDE	\$8,234.00
DAVID	RENEE	INSTRUCTIONAL AIDE	\$8,053.07
GLEASON	PETER	COACH	\$8,022.00
LIVOTI	KRISTEN	ASST TOWN CLERK	\$7,892.64
ORDWAY	COURTNEY	INSTRUCTIONAL AIDE	\$7,811.95
LAMOUREUX	AIMEE	COACH	\$7,805.94
GREENE	NICOLE	TEACHER AIDE	\$7,567.94
CASTILLO	PATRICIA	TEACHER AIDE	\$7,545.47
DUFRESNE	BRYAN	SUBSTITUTE	\$7,502.00
FARBER	BRENDA	SUB-TEACHER	\$7,480.00
BRODEUR	RYAN	AFTER CARE AIDE	\$7,399.68
BENGTSON	ADAM	AFTERCARE WORKER	\$7,375.17
LIZOTTE	DONALD	FIREFIGHTER	\$7,322.50
TATRO	ZACHARY	AFTERCARE-AIDE	\$7,311.17
JORDAN	ASHLEY	INSTRUCTIONAL AIDE	\$7,215.44
TARKA	DIANNE	SUBSTITUTE	\$7,200.00
DUQUETTE	DANIEL	TUTOR	\$7,196.00
BABIN	THERESA	LONG TERM SUB	\$7,191.45
BROCK	STEPHEN	FIREFIGHTER-CAPTAIN	\$7,166.23
KOSIBA JR	JOSEPH	FIREFIGHTER-LIEUTENANT	\$7,134.47
FOTOS	CAROL	SUB TEACHER	\$7,128.00
KING	RYAN	FIREFIGHTER	\$7,116.16
HOUDE	MARGARET	POLL WORKER	\$7,107.01
RUSHFORD	BRIDGET	AFTERCARE AIDE	\$6,941.25
WEAGLE	LORI	AFTER CARE	\$6,932.60
DALTON	BRIAN	FIREFIGHTER	\$6,916.96
BUCCINI	PAUL	AFTERCARE	\$6,909.23
ALDONIS	THOMAS	AFTERCARE AIDE	\$6,874.96
SHENETTE-BUTZKE	KRISTEN	INSTRUCTIONAL AIDE	\$6,846.03
ASELBEKIAN	JILL	INSTRUCTIONAL AIDE	\$6,838.43
COREY	KATIE	CAFETERIA SUB	\$6,766.92
NAFF	CHRISTOPHER	SELECTMAN	\$6,687.00
WOJCIK IV	JOHN	DISPATCHER	\$6,588.85
DAY	CHRISTOPHER	FIREFIGHTER-CLERK	\$6,540.15
KRUMSIEK	ANTHONY	FIREFIGHTER	\$6,509.35
ADAMS	MARK	FIREFIGHTER-CLERK	\$6,499.31
STACHURA	FRANK	FIREFIGHTER	\$6,458.92
BUFFONE	JACK	AFTERCARE AIDE	\$6,350.64
PARKINSON	KATELYN	SUBSTITUTE	\$6,332.00
BROUSSEAU	MICHAEL	COACH	\$6,316.00
SWENSON JR.	WALTER	FIRE FIGHTER	\$6,311.11

EMPLOYEE		TITLE/POSITION	FY18 SALARY + OT
BURDZEL	DARLENE	LIBRARY PAGE	\$6,292.00
GRAVES	MAUREEN	ON CALL DISPATCHER	\$6,260.09
LATHROP	DANIELLE	CAFETERIA SUB	\$6,187.32
ROCHE	MARY	SUB NURSE	\$6,058.83
SCHONBORG	EVAN	AFTERCARE AIDE	\$6,028.29
RICHER	CAMERON	DPW SUMMER HELP	\$6,006.00
LAZZARO	CHRISTOPHER	AFTERCARE AIDE	\$5,992.50
ZIMAGE	JAMES	SUBSTITUTE	\$5,987.50
KING	FRANCIS	FIREFIGHTER-LIEUTENANT	\$5,929.04
GIRARD	DEREK	AFTERCARE AIDE	\$5,910.72
PICARD	DELORES	AFTERCARE AIDE	\$5,882.00
SIEBENHAAR	GORDON	FIREFIGHTER-ALARM LINEMAN	\$5,792.05
MURRAY	ALICEN	CHEER COACH	\$5,788.00
LAVALLEE	TOM C	FIREFIGHTER	\$5,722.42
DESPRES	RONALD	TREE DEPARTMENT	\$5,610.00
DESORCY	MICHELLE	PLANNING HEAD CLERK	\$5,561.90
KOSKI	ROBERT	SUB- TEACHER	\$5,440.00
LACROSSE	KEITH	FIREFIGHTER	\$5,356.53
AUSTIN	MATTHEW	DPW SEASONAL	\$5,313.00
CIPOLLA	MARION	AFTERCARE AIDE	\$5,247.14
NICHOLS	SUSAN	SUBSTITUTE	\$5,200.00
FITZGERALD	JULIANNE	COA WORKER	\$5,055.00
STODDARD	HELEN	HS TEACHER	\$5,052.60
GAUTHIER	ROBERT	INSTRUCTIONAL AIDE	\$4,957.50
MACHACZ	THOMAS	LIBRARY PAGE	\$4,829.00
TROTTIER	STEVEN	DPW SEASONAL	\$4,826.25
FLYNN	KATHERINE	INSTRUCTIONAL AIDE	\$4,822.80
HAYNES	REBECCA	AFTER CARE	\$4,786.72
WHITE	STEVEN	SENIOR WORKER	\$4,664.89
CRAIG	MATTHEW	DPW - SEASONAL	\$4,661.25
ROACH	JOHN	COACH	\$4,609.00
MANSFIELD	EDWARD	ANIMAL CONTROL	\$4,583.37
SHILINSKY	JASON	ASST LOCAL BLDG INSP	\$4,581.25
KOSIBA	JEFFREY	FIREFIGHTER	\$4,559.11
ZDONCZYK	SHERRY	AFTERCARE	\$4,523.57
STROM	MARK	FIREFIGHTER	\$4,516.89
YOUNG	NANCY	EARTH REMOVAL BOARD CLERK	\$4,443.75
FERACO	CARL	HEAD CLERK	\$4,432.32
BOWEN	MARY	ASA WORKER/SUBSTITUTE TEACHER	\$4,375.00
BIEN	MICHAEL	ON-CALL FIRE FIGHTER	\$4,329.52
KOSIBA	PAUL	FIREFIGHTER	\$4,320.51
GIORGIO	ELVIA	AFTERCARE AIDE	\$4,294.20
JOLLY	RICHARD	DPW SEASONAL	\$4,254.25
SERVANT	KEITH R.	SUMMER SCHOOL	\$4,235.00
VALINSKI	RONALD	SEALER	\$4,173.00
BRUINSMA	CHRISTOPHER	FIREFIGHTER	\$4,127.08
WOLL	MACKENZIE	SUBSTITUTE	\$4,120.00

EMPLOYEE		TITLE/POSITION	FY18 SALARY + OT
CASTILLO	JOSE	COA - PT ON CALL WORKER	\$4,112.50
PRATT	NATHANIEL	ON CALL FIREFIGHTER	\$4,103.38
KING	DAVID F	FIREFIGHTER-CAPTAIN	\$4,093.28
NIEVES JR	ANGEL	SUBSTITUTE TEACHER	\$4,080.00
CARLSON	CHRISTOPHER	DPW - SEASONAL	\$4,048.00
CADRIN	JASON	FIREFIGHTER-LIEUTENANT	\$4,041.55
BREAULT	MICHAEL	FIREFIGHTER	\$4,005.40
KAPENAS	JENNIFER	COACH-SOFTBALL	\$4,000.00
SILVESTRI	RONALD	COACH - VARSITY BASEBALL	\$4,000.00
LAVALLEE	RICHARD A	FIREFIGHTER-LIEUTENANT	\$3,991.59
THOMPSON	PATRICK	SUBSTITUTE	\$3,856.92
KOZLOWSKI	JOSEPH	DPW - SEASONAL	\$3,852.75
GINISI	BRIAN	COACH-SOCCER	\$3,820.00
ISSA	HUSSEIN	COACH	\$3,820.00
WHITE	DOLORES	AFTERCARE AIDE	\$3,819.36
MURPHY	MARY ANN	SUB TEACHER	\$3,800.00
HAMILTON	JAKE	FIREFIGHTER	\$3,697.03
CLUETT	TIMOTHY	FIREFIGHTER-CLERK	\$3,631.41
VIOLETTE	SUSAN	SUBSTITUTE NURSE	\$3,625.00
SAUNDERS	EMILY	SUBSTITUTE	\$3,580.61
BALKUS	PETER	FIREFIGHTER	\$3,570.74
SHELLEY	MEGAN	SAFETY OFFICER	\$3,555.00
BOUCHER	RYAN	FIREFIGHTER	\$3,552.86
BELLVILLE	JILLIAN	SUBSTITUTE	\$3,514.59
KING	FRANCIS	SELECTMAN	\$3,500.00
BOUTHILLETTE	ERIC	FIRE FIGHTER	\$3,493.18
SOUTHWICK	SANDRA	SAFETY OFFICER	\$3,490.00
VASSAR	CHERYL	INSTRUCTIONAL ASST	\$3,484.45
KING	RENEE	7/8 G BASKETBALL COACH	\$3,416.00
MULHANE	MATTHEW	COACH-FOOTBALL	\$3,355.00
STACHURA	STANLEY	PLOW DRIVER	\$3,315.12
ADAMS	JON	SELECTMAN	\$3,200.00
BRUSO	PENELOPE	SUB TEACHER	\$3,200.00
COX	MOLLY	SUB NURSE	\$3,156.55
KRUMSIEK	MARY	SELECTMAN	\$3,100.00
GASCO	ROBERT	ON CALL FIREFIGHTER	\$3,073.93
CRISTO	SANDRA	SELECTMAN	\$3,000.00
DESPRES	SCOTT	SELECTMAN	\$3,000.00
ALLEN	CRAIG	COACH-JV BASEBALL	\$2,982.00
HOBIN III	RAYMOND	FIREFIGHTER	\$2,944.75
MAROIS	MAUREEN	SUB TEACHER	\$2,932.50
KRUMSIEK	ANDREW	FIREFIGHTER-LIEUTENANT	\$2,904.70
ACKER	BETHANY	AFTERCARE AIDE	\$2,779.91
BELHUMEUR	NEAL	FIREFIGHTER	\$2,744.52
DALIMONTE	BONNIE	SUBSTITUTE	\$2,720.00
MCKEON	PATRICK	COACH-VOLLEYBALL JV	\$2,712.00
MAZZONE	FRANCIS	COACH-GOLF	\$2,698.00

EMPLOYEE		TITLE/POSITION	FY18 SALARY + OT
MACCONNELL	SAM	FIREFIGHTER	\$2,692.92
NICHOLSON	ALBERT	FIREFIGHTER	\$2,666.62
ANGELL	MARY ELLEN	SUBSTITUTE TEACHER	\$2,600.00
ANDERSON	CHRISTINA	CAFETERIA SUB	\$2,597.22
REYNOLDS	KATHARINE	SUBSTITUTE	\$2,560.00
MARLBOROUGH	RONALD	BOARD OF HEALTH-ELECTED	\$2,550.00
MORIN	JAMES	BOARD OF HEALTH INSPECTOR	\$2,550.00
WHITE	ARMAND	BOARD OF HEALTH INSPECTOR	\$2,550.00
ENGEL	MELINDA	SUB NURSE	\$2,523.87
COGGANS	JOSEPH	BOARD OF ASSESSORS	\$2,520.00
CRISTO	JUDE	ASSESSORS	\$2,520.00
VALERY	GEORGE	ASSESSOR	\$2,520.00
DOTSON	TERRY	PLANNING BOARD	\$2,500.00
GEORGES	MICHAEL	PLANNING BOARD MEMBER	\$2,500.00
GOSSELIN JR	RICHARD	BOARD MEMBER	\$2,500.00
PIKTELIS	PAUL	BOARD MEMBER	\$2,500.00
NIETUPSKI	JENNIFER	SCHOOL COMMITTEE	\$2,434.92
HANRATTY JR	CHESTER	CUSTODIAL MANAGER	\$2,428.00
ROY	ADAM	FIREFIGHTER	\$2,407.18
DYBERG	MARK	SPECIAL POLICE	\$2,400.00
PLANTE	LAUREN	SUMMER SCHOOL TEACHER	\$2,325.00
SHEA	ALIVIA	SUB/TEACHER	\$2,296.00
RICHARD	RONALD	SPECIAL POLICE	\$2,200.00
MOSELEY	PATRICK	COACH	\$2,198.00
O'BRIEN	EILEEN	SUB TEACHER	\$2,170.00
WYSOTE JR	DONALD	ON-CALL FIREFIGHTER	\$2,153.95
MCMULLEN	JACQUELINE	SUBSTITUTE	\$2,125.00
BATER	ERIC	SEASONAL DPW	\$2,112.00
LEONARD	RAEANNE	DISPATCHER - PART TIME	\$2,090.00
COUTURE	MICHAEL	FIREFIGHTER	\$2,084.71
COTE	EDWARD	BOARD MEMBER	\$2,083.30
WILBUR	CHRISTOPHER	SCHOOL COMMITTEE/SUB TEACHER	\$1,960.99
TEIXEIRA	SUSAN	SCHOOL COMMITTEE	\$1,947.24
VIGNEAU	LESLIE	SCHOOL COMMITTEE	\$1,947.24
SPANG	PAUL	COACH	\$1,865.00
COUTURE	STEVEN	FIREFIGHTER	\$1,859.38
KENNEDY	KAREN	SUBSTITUTE	\$1,800.00
RAFFA	ANDREW	FIREFIGHTER	\$1,754.32
SCHROEDER	DEBRA	SUBSTITUTE	\$1,742.50
BAKER	PATRICIA	SUB NURSE/AFTERCARE	\$1,740.60
LAVALLEE	RENEE	COACH-JV SOFTBALL	\$1,676.00
DEGEORGE	JON	LONG TERM SUBSTITUTE	\$1,645.05
CANNEY	KELLY	SUBSTITUTE	\$1,640.00
FITZPATRICK	JESSICA	COACH	\$1,635.50
GASCO	BRIAN K	ASSISTANT GAS/PLUMBING INSPECT	\$1,632.00
PLANTE	KEVIN	SCHOOL COMMITTEE	\$1,622.70
NELSON	GARY C	SEWER COMMISSIONER	\$1,578.96

EMPLOYEE		TITLE/POSITION	FY18 SALARY + OT
REMBISZEWSKI	PAIGE	COACH	\$1,566.00
SWENSON	SAMANTHA	COLOR GUARD	\$1,543.00
GRAVES	PAMELA	SUBSTITUTE	\$1,541.00
BOURDEAU	ALINE	ASA WATERS FAC/SENIOR WORKER	\$1,492.50
GOYETTE, Jr	JAMES	FIREFIGHTER	\$1,485.16
TRAN	TANYA	CAFETERIA SUB	\$1,452.00
ANDERSON	MATTHEW	FIRE FIGHTER	\$1,433.08
PASZKOWSKI	COLTON	FIRE FIGHTER	\$1,405.50
O'CONNELL	THOMAS	FIREFIGHTER	\$1,328.53
GASPIE	SANDRA M.	SECRETARY	\$1,300.50
COMEAU	LEAH	TEMPORARY CUSTODIAN	\$1,293.00
STEPSIS	JENNIFER	INSTRUCTIONAL AIDE	\$1,282.48
RICHMOND	STEVEN	TEMPORARY CUSTODIAN	\$1,254.00
PARENTEAU	LAINÉ	SUB TEACHER	\$1,240.00
NICHOLSON	JOHN	FIRE FIGHTER	\$1,239.72
DUHAMEL	GEORGE	ASSIST. WIRE INSPECTOR	\$1,236.00
PERRA	DENISE	CAFETERIA WORKER	\$1,171.59
KRAKOWSKI	KRISTINE	SUB- TEACHER	\$1,160.00
ANTREA	NATASA	AFTERCARE AIDE	\$1,131.38
PEARE	JEAN	SENIOR WORKER	\$1,125.00
KERR	ELENA	SENIOR WORKER	\$1,102.50
DEVOE	EVELYN	SENIOR WORKER	\$1,095.00
ALLAIN	LISA	SEWER COMMISSION CLERK	\$1,079.52
ERICKSON	HAROLD	SEWER COMMISSIONER	\$1,079.52
STEVENS IV	WILLIAM A.	FIREFIGHTER-LIEUTENANT	\$1,079.30
NASUTI	JENNA	AFTERSCHOOL AIDE	\$1,032.23
BELL	CARL	SEASONAL DPW	\$1,008.00
SULLIVAN	MICHAEL	COACH	\$973.00
PRUNIER	LEONILA	CUSTODIAN	\$952.50
HERRIAGE	ROBERT	SENIOR WORKER	\$937.50
KENNEDY	MCKENNA	AFTERCARE WORKER	\$937.13
LAVALLEY	JENNIFER	SUB CAFE WORKER	\$932.25
SARRO	AMANDA	AFTERCARE AIDE	\$927.85
GREGOIRE	DONNA	SENIOR WORKER	\$922.50
SHILINSKY	KATHLEEN	SENIOR WORKER	\$922.50
MORRISSEY	NEAL	FIREFIGHTER	\$894.28
FAVREAU	JOSEPH	SUBSTITUTE CUSTODIAN	\$880.00
CARANGELO	DANIELLE	SUBSTITUTE	\$880.00
NAGELSCHMIDT	DONNA	SUBSTITUTE	\$880.00
SIRARD	MARYANNE	SENIOR WORKER	\$861.50
WEIDNER	ERIC	SEASONAL DPW	\$840.00
KACH	ANNE	HIGH SCHOOL TEACHER	\$826.00
IORE JR	MATTHEW	TEMPORARY CUSTODIAN	\$814.00
SHEEHAN, JR	JAMES	INTERIM BUILDING INSPECTOR	\$800.00
SAUNDERS JR	JAMES	TEMPORARY CUSTODIAN	\$792.00
OLIVEIRA	CYNTHIA	CAFETERIA - SUB	\$790.12
MEDINA	DAVID	SEASONAL DPW	\$784.00

EMPLOYEE		TITLE/POSITION	FY18 SALARY + OT
GRADY	DEBORAH	SUMMER SCHOOL TEACHER	\$775.00
SCHMITT	KATRINA	INSTRUCTIONAL AIDE	\$767.79
GOFF	ALIVIA	AFTERCARE AIDE	\$754.33
MITCHELL	JULIANNE	INTERMIN SECRETARY	\$742.50
COPPOLA	BRIAN	FIREFIGHTER	\$677.60
HALL	DOREEN	CAFETERIA SUB	\$660.00
BUSTILLO	GRACIELA	POLL WORKER	\$658.00
PIZZANO	ROBERT	DRILL TEAM	\$650.00
STOCKHAUS	VICTORIA	CAFETERIA SUB	\$599.50
MEDINA	OTONIEL	FIREMAN	\$597.58
LAWRENCE	MARC	CAFETERIA SUBSTITUTE	\$591.25
MILLER	CHRISTINE	SENIOR TAX PROGRAM	\$562.50
KENNEDY	CODY	TEMP CUSTODIAN	\$544.00
POTHIER	GARY	SENIOR WORKER	\$532.50
AGYEMAN	SAMANTHA	SUB NURSE	\$500.00
GOODSPEED	DANIELLE	SUB NURSE	\$500.00
GOYETTE	DORIS	POLL WORKER	\$470.50
MACDONALD	ANDREA	SENIOR WORKER	\$468.00
BASTIEN	JENNIFER	AFTERCARE	\$455.60
DONOVAN	EVA	POLL WORKER	\$448.00
STACHURA	STEPHEN	TEMP PLOW WORKER	\$437.00
ASHMANKAS	MATHEW	PLANNING BOARD MEMBER	\$416.70
DEMERS	HEATHER	SUBSTITUTE TEACHER	\$400.00
RICHARD	ZACHARY	SUBSTITUTE	\$354.60
MONAHAN	KAREN	SENIOR WORKER	\$352.50
VULTER	CAROL	ASA WATERS FACILITATOR	\$352.50
LAGERHOLM	JULIA	SCHOOL COMMITTEE	\$324.54
CATHCART	ROSE	SENIOR WORKER	\$270.00
TRANTER	PAULINE	ASA WATER FASCILITATOR	\$270.00
THOMAS	SUSAN	SENIOR WORKER	\$262.50
ADAMS	ROBERTA	SENIOR WORKER	\$251.25
ARMY	TODD E.	CONSTABLE	\$250.00
PALMER	LISA	FACILITATOR - ASA	\$247.50
BRAWN	MARY	REGISTRAR	\$200.00
IRR	FRANK	REGISTRAR	\$200.00
MCKENNA	JAMES	MODERATOR	\$200.00
STEAD	JERILYN	TEACHER/RETIREE/REGISTRAR	\$200.00
VIGLIATURA	SAMANTHA	CAFETERIA SUBSTITUTE	\$198.00
COLACCHIO	MARIE	ASA WATERS FACILITATOR	\$172.50
BUFFONE	LINDA	TEACHER AIDE	\$168.00
DESANTIS	RONALD	BUILDING INSPECTOR	\$150.00
TARASIAK	PAUL	SENIOR WORKER	\$150.00
CAFORIO	JOAN	POLL WORKER	\$141.00
GAUTHIER	FRANCES	POLL WORKER	\$141.00
PICHIERRI	ELIZABETH A	POLL WORKER	\$141.00
WOOD	VERONICA	POLL WORKER	\$141.00
GABORIAULT	SHIRLEY	POLL WORKER	\$129.00

EMPLOYEE		TITLE/POSITION	FY18 SALARY + OT
LUIKEY	JO ANN	POLL WORKER	\$129.00
SCHIMKE	GLORIA	POLL WORKER	\$129.00
STEAD	RONALD	POLL WORKER	\$129.00
GASPIE	JENNIFER	SUB- CAFETERIA WORKER	\$126.50
BALLARD	SUSAN	POLL WORKER	\$118.00
BIANCULLI	DORIS	POLL WORKER	\$118.00
GAUTHIER	DONALD	POLL WORKER	\$118.00
KIRKMAN	WILFRED	POLL WORKER	\$118.00
KOTZEN	ELIZABETH C	POLL WORKER	\$118.00
MACJEWSKI	PATRICIA	POLL WORKER	\$118.00
MORIN	CLAIRE	POLL WORKER	\$118.00
MOSLEY	LYNN	POLL WOKERS	\$118.00
MOUSSEAU	JAMES	POLL WORKER	\$118.00
O'BRIEN	THERESE	POLL WORKER	\$118.00
SARSFIELD	LINDA	POLL WORKER	\$118.00
PRUNIER	LAURA	PART TIME DISPATCHER	\$114.42
KRUMSIEK	MARION	SENIOR WORKER	\$101.25
HUCHOWSKI	SHIRLEY	POLL WORKER	\$98.00
DASCOLI	KAREN	SUBSTITUTE	\$80.00
BISHOP	LOUISE	SUBSTITUTE CAFETERIA	\$66.00
BOULEY	ARMAND	SENIOR WORKER	\$60.00
SENECAL	MARIE	POLLWORKER	\$33.00

To the Honorable Board of Selectmen, Town Manager, and the Citizens of
The Town of Millbury

Bank Balance @ 07/01/17		\$16,440,246.31	
Receipts 07/01/17- 06/30/18		55,104,814.94	<u>\$71,545,061.25</u>
Bank Balance @ 07/01/18		\$18,184,547.48	
Payables 07/01/17 - 06/30/18	\$	29,981,631.88	
Payroll 07/01/17 - 06/30/18		\$23,378,881.89	<u>\$71,545,061.25</u>
			\$0.00

Earnings on Investments:

Interest Income-General Fund		\$21,384.49	
Interest Sewer Stabilization		\$48,534.71	
Interest Income-Sewer Enterprise		\$5,634.42	
Interest Income-Stabilization Fund		\$2,567.03	
Interest Income-Trust Funds		\$949.74	
Interest Income-Surety bonds		\$1,247.63	
Total Earnings			<u>\$80,318.02</u>

Tax Title Collections:

Tax Liens Redeemed		\$201,179.82	
Tax Title Interest & Fees		\$75,388.09	
Total Collected			<u>\$276,567.91</u>

Respectfully submitted,

Denise Marlborough
Town Treasurer/Collector

TOWN REPORT-2018
TOWN COLLECTOR

YEAR	CLASSIFICATION	BALANCE FORWARDED	COMMITTED	REFUNDED TRANSFER OR ADJUST	COLLECTED	ABATED LIENED OR APPORT.	TAX TITLE AND/OR LITIGATION	BALANCE TO COLLECT
2014	MOTOR VEHICLE EXCISE	\$1,048.44	\$0.00	\$0.00	\$1,048.44	\$0.00	\$0.00	\$0.00
2013	MOTOR VEHICLE EXCISE	\$1,226.97	\$0.00	\$0.00	\$1,226.97	\$0.00	\$0.00	\$0.00
2012	MOTOR VEHICLE EXCISE	\$306.46	\$0.00	\$0.00	\$306.46	\$0.00	\$0.00	\$0.00
2011	MOTOR VEHICLE EXCISE	\$465.01	\$0.00	\$0.00	\$465.01	\$0.00	\$0.00	\$0.00
2010	MOTOR VEHICLE EXCISE	\$300.00	\$0.00	\$0.00	\$300.00	\$0.00	\$0.00	\$0.00
2009	MOTOR VEHICLE EXCISE	\$146.77	\$0.00	\$0.00	\$146.77	\$0.00	\$0.00	\$0.00
2008	MOTOR VEHICLE EXCISE	\$109.79	\$0.00	\$0.00	\$109.79	\$0.00	\$0.00	\$0.00
2007	MOTOR VEHICLE EXCISE	\$162.50	\$0.00	\$0.00	\$162.50	\$0.00	\$0.00	\$0.00
2005	MOTOR VEHICLE EXCISE	\$65.00	\$0.00	\$0.00	\$65.00	\$0.00	\$0.00	\$0.00
2004	MOTOR VEHICLE EXCISE	\$25.00	\$0.00	\$0.00	\$25.00	\$0.00	\$0.00	\$0.00
2001	MOTOR VEHICLE EXCISE	\$45.00	\$0.00	\$0.00	\$45.00	\$0.00	\$0.00	\$0.00
2000	MOTOR VEHICLE EXCISE	\$45.00	\$0.00	\$0.00	\$45.00	\$0.00	\$0.00	\$0.00
1999	MOTOR VEHICLE EXCISE	\$45.00	\$0.00	\$0.00	\$45.00	\$0.00	\$0.00	\$0.00
1997	MOTOR VEHICLE EXCISE	\$7.50	\$0.00	\$0.00	\$7.50	\$0.00	\$0.00	\$0.00
2007	BOAT EXCISE	\$25.00	\$0.00	\$0.00	\$25.00	\$0.00	\$0.00	\$0.00
2010	REAL ESTATE	\$1,590.97	\$0.00	\$0.00	\$0.00	\$1,590.97	\$0.00	\$0.00
	PERSONAL PROPERTY	\$197.94	\$0.00	\$0.00	\$8.76	\$189.18	\$0.00	\$0.00
2011	PERSONAL PROPERTY	\$355.67	\$0.00	\$0.00	\$9.47	\$204.50	\$0.00	\$141.70
2012	PERSONAL PROPERTY	\$601.54	\$0.00	\$0.00	\$9.93	\$199.55	\$0.00	\$392.06
2013	REAL ESTATE	\$3,228.43	\$0.00	\$0.00	\$0.00	\$0.00	\$3,228.43	\$0.00
	PERSONAL PROPERTY	\$1,073.86	\$0.00	\$0.00	\$10.61	\$213.27	\$0.00	\$849.98
2014	REAL ESTATE	\$3,349.89	\$0.00	\$0.00	\$0.00	\$0.00	\$3,349.89	\$0.00
	PERSONAL PROPERTY	\$1,978.22	\$0.00	\$0.00	\$14.38	\$0.00	\$0.00	\$1,963.84
	MOTOR VEHICLE EXCISE	\$9,193.86	\$0.00	\$0.00	\$205.93	\$8,987.93	\$0.00	\$0.00
	BOAT EXCISE	\$126.00	\$0.00	\$0.00	\$0.00	\$126.00	\$0.00	\$0.00
2015	REAL ESTATE	\$3,505.98	\$0.00	\$0.00	\$0.00	\$0.00	\$3,505.98	\$0.00
	SEWER USE ON REAL ESTATE	\$987.82	\$0.00	\$0.00	\$0.00	\$0.00	\$987.82	\$0.00
	PERSONAL PROPERTY	\$1,401.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,401.32
	MOTOR VEHICLE EXCISE	\$13,514.09	\$0.00	\$1,344.59	\$3,459.07	\$1,248.13	\$0.00	\$10,151.48
	BOAT EXCISE	\$223.00	\$0.00	\$0.00	\$30.00	\$193.00	\$0.00	\$0.00
2016	REAL ESTATE	\$3,643.44	\$0.00	\$0.00	\$12.36	\$0.00	\$3,631.08	\$0.00
	SEWER USE ON REAL ESTATE	\$1,961.12	\$0.00	\$0.00	\$552.71	\$0.00	\$1,408.41	\$0.00
	PERSONAL PROPERTY	\$23,157.84	\$0.00	\$0.00	\$92.95	\$0.00	\$0.00	\$23,064.89
	MOTOR VEHICLE EXCISE	\$35,099.68	\$45.00	\$872.07	\$20,290.59	\$1,115.51	\$0.00	\$14,610.65
	SEWER USE	\$455.81	\$0.00	\$0.00	\$215.10	\$240.71	\$0.00	\$0.00
	BOAT EXCISE	\$214.00	\$0.00	\$0.00	\$91.00	\$53.00	\$0.00	\$70.00
2017	REAL ESTATE	\$187,442.89	\$0.00	\$62.13	\$161,804.01	\$0.00	\$20,820.02	\$4,880.99
	SEWER APPORTIONMENT	\$1,167.49	\$0.00	\$0.00	\$854.99	\$0.00	\$312.50	\$0.00
	COMMITTED INTEREST	\$875.27	\$0.00	\$0.00	\$640.90	\$0.00	\$234.37	\$0.00

2018	SEWER USE ON REAL ESTATE	\$10,437.30	\$0.00	\$0.00	\$8,669.94	\$0.00	\$1,350.27	\$417.09
	SUPPLEMENTAL REAL ESTATE	\$40,295.12	\$28,423.96	\$19.81	\$65,296.22	\$692.38	\$0.00	\$2,750.29
	PERSONAL PROPERTY	\$24,055.69	\$0.00	\$0.00	\$4,496.80	\$0.00	\$0.00	\$19,558.89
	MOTOR VEHICLE EXCISE	\$211,588.69	\$232,755.77	\$29,450.73	\$394,491.21	\$34,792.96	\$0.00	\$44,511.02
	SEWER USE	\$327,943.70	\$0.00	\$0.00	\$74,393.80	\$1,323.04	\$252,033.11	\$193.75
	BOAT EXCISE		\$4,070.00	\$15.00	\$3,852.00	\$65.00	\$0.00	\$168.00
	REAL ESTATE		23419056.68	41253.61	22803329.31	212713.65	221645.11	\$222,622.22
	SEWER APPORTIONMENT		137072.94	0.00	132604.94	250.00	2960.00	\$1,258.00
	COMMITTED INTEREST		62024.11	0.00	59697.67	175.00	1661.58	\$489.86
	SEWER USE ON REAL ESTATE		284637.33	0.00	251142.01	0.00	14756.92	\$18,738.40
	SUPPLEMENTAL REAL ESTATE		251265.30	617.72	204383.84	0.00	0.00	\$47,499.18
	PERSONAL PROPERTY		2066855.65	4646.08	2039759.03	12191.44	0.00	\$19,551.26
	MOTOR VEHICLE EXCISE		2144890.52	24594.61	1874512.82	93004.85	0.00	\$201,967.46
	SEWER USE		2562896.70	5691.23	2224161.22	11611.79	0.00	\$332,814.92
	TOTALS	\$913,690.07	\$31,193,993.96	\$108,567.58	\$30,333,117.01	\$381,181.86	\$531,885.49	\$970,067.25

MUNICIPAL LIENS - \$21,850.00

CERTIFICATE FOR DISSOLVING BETTERMENTS - \$128.00

BUILDING DEPARTMENT



The Building Inspector is appointed annually by the Millbury Town Manager (Millbury Town Charter) to administer and enforce the Massachusetts State Building Code, 780 CMR, under the provisions of Massachusetts General Laws, Chapter 143. Our Assistant

Building Inspector is Jason Shilinsky.

The Building Inspector also administers and enforces Appendix D, Zoning, of the Millbury Town By-Laws (Appendix D, Articles 1 through 5, inclusive, of the Millbury Town By-Laws). And is the Fence Viewer under M. Gen. Laws Chapter 49

The Wiring Inspector, Larry Morris and his assistant, George Phillips, are appointed annually by the Millbury Town Manager (Millbury Town Charter) to administer and enforce the Massachusetts Electrical Code, 527 CMR 12.00 under the provisions of the Massachusetts General Laws, Chapter 143, Section 31, annotated.

The Plumbing/Gas Inspector, Gregory Gauthier and his assistant, Brian Gasco are appointed by the Millbury Town Manager (Millbury Town Charter) to administer and enforce the Massachusetts State Plumbing Code 248 CMR 2.00 and the Massachusetts Fuel Gas Code, 248 CMR 3.00 through 8.00 under the provisions of Massachusetts General Laws, Chapter 142, Section 13, annotated.

All Building, Wiring, and Plumbing & Gas permit applications can now be applied for online with our new Viewpoint Cloud Permitting System, which commenced on June

15th, 2018. We have established a computer station just outside our office for those who still wish to do walk-in visits. The staff is available to make your experience worry free. Appointments with the Building Inspector can be made at Municipal Office Building, 127 Elm St, or through the Town's website. The office is open Monday through Friday 8:30AM to 4:30PM. Additional time is also available by appointment on Tuesday evenings up until 7pm.

Permit Activity

Electrical permits	424	Plumbing & Gas	509
Single family homes	51	Multi-family 2/3 family	10
Multifamily 2-3	5	Multi-family +4 units	3
Solar	23	New Commercial Bldgs.	1
Misc. repairs, pools, roofing, siding windows, weatherization			603

Respectfully submitted,

Paul F. Stringham Building Commissioner, Zoning Enforcement Officer, Fence Viewer

DEPARTMENT OF PUBLIC WORKS

The Department of Public Works manages and maintains the following budgetary units:

- Administration
- Highway
- Cemeteries
- Parks & Playgrounds
- Sewer
- Transfer Station
- Tree Warden
- Snow & Ice
- Fuels
- Street Lighting
- Dams
- Stormwater (MS4 permit compliance)

Administration

From September 18, 2017 through June 30, 2018, the department has been reorganized and improved to provide more production and confidence in all levels of the work force. The administration consists of two (2) Administrative Clerks, providing services for the highway, cemetery, parks and sewer divisions along with a DPW Director.

Highway

The Highway division is responsible to maintain approximately 71 miles of town roads and public ways including, sidewalks, dams, road side mowing, street sweeping, catch basins, line painting, storm water drainage, signs, traffic signals, street light outages, trees, debris, Veterans' monuments and snow and ice operations. The staff for the highway consists of a General Foreman, Working Foreman, Heavy Equipment Operator III, five (5) Laborers/Equipment Operator II and one Mechanic. This past fiscal year the highway department was operating without the services of three (3) full time positions for more than half of the year. The daily needs of filling potholes, road side debris, drainage repairs, structure repairs, street sweeping are just a few of the responsibilities for the department. The department developed a roads improvement plan and contracted services for over 19 miles of road preservation work and paved over 5 miles of roads. Additionally, the towns' mechanic provides maintenance and repairs to all DPW vehicles, equipment, Police vehicles and Fire vehicles and equipment.

DEPARTMENT OF PUBLIC WORKS

Cemetery

The operations and maintenance for the cemetery division is staffed by one (1) full time Working Foreman and had the services of four (4) seasonal summer workers. The work force is responsible for the overall appearance of the cemeteries which includes mowing, trimming, brush clearing, road clearing, cleaning, foot stone installation, grave mark outs and head stone re-adjustments.

Parks & Playgrounds

The Parks and Playgrounds division is staffed by one (1) full time Working Foreman which is the same Foreman for the cemetery and the same seasonal workers which maintains the Washington St. park (Massachusetts State Finals for Little League held at this location), Greenwood St. park, Jacques park (paved parking lot as part of the Rams Horn dam wetland relocation agreement), East Millbury park (paved parking lot with funds provided from town article and donation from J.H. Lynch & Sons, INC.) and the Millbury Ave. Tot lot. Included in the parks are five (5) baseball fields and soccer fields. Additionally included in the maintenance are the town common, Asa waters and the town Library.

Sewer

The Sewer division is operated and maintained by three (3) operators, one (1) working foreman, two (2) plant operators and one (1) summer worker. They are responsible for the operations, maintenance and repairs for over fifty (50) miles of sewer mains, fifteen (15) pumping stations, 3,600 sewer connections, new development inspections and mark outs for dig safes for all other utility excavations. The main pumping station is permitted and has a capacity for approximately 10,000,000 gallons per day and the average daily flow is a little over 1,000,000 gallons per day.

Transfer Station

The Transfer station is staffed by one (1) Working Foreman and one (1) equipment operator. All trash is hauled to Wheelabrator and used as renewable energy. There was a 4% reduction in trash and a 17% increase in recyclables' this past fiscal year. The recycling continues as a zero-sort method with services provided by Casella.

Tree Warden

The Tree Warden is responsible for all trees in public ways, identifies town owned or private entity for the removal of deceased trees, broken limbs, low lying branches and coordinates with the power company for any unsafe conditions. The majority of tree work is performed by an outside contractor as well as any stump grinding that is scheduled through the Tree Warden.

DEPARTMENT OF PUBLIC WORKS

Snow and Ice

All DPW divisions are included in snow and ice operations and outside contractor services are utilized when snow amounts are greater than 3", which requires snow plowing. The town currently has six (6) spreaders on dump trucks to de-ice and pre-treat the roads. This past winter highway joined a consortium for salt with 18 towns, calibrated spreaders and saved over \$86,000 in the purchases of rock salt.

Fuels

The fuel station is located at 135 Providence St and provides both regular and diesel fuel for all DPW vehicles, equipment, Police, Fire and the Senior buses. The DPW mechanic maintains and monitors fuel consumption and schedules deliveries.

Street Lighting

The Department coordinates the maintenance and repairs of outages and necessary repairs with NGRID throughout the town. Recently half the towns' street lights were retrofitted with low wattage LED lights and funded through a grant.

Dams

The Highway division operates the valve for the levels of Rams Horn Dam, installs planks at Dorothy Pond, Brierly Pond and Singletary Lake. Generally the valves are opened and planks installed in the first week of April to increase the levels and opened/removed in late September to reduce the levels.

Stormwater

The Highway division maintains all of the towns' drainage system, including the mains, catch basins, swales and culverts. The division has been repairing structures and improving drainage issues to help prevent flooding and road failures. All towns fall under the MS4 required permit and must perform certain repairs and develop a storm water improvement plan to be in compliance with DEP. Filings have been submitted and an improvement plan is on going.

DEPARTMENT OF PUBLIC WORKS

I personally want to thank all of the DPW workers and clerks for all of their hard work and dedication to the department to help provide services to the community even at times when the work force was short-handed. We have reestablished confidence in all our abilities to perform and rebuild the infrastructure one day at a time.

Thank you,

Keith Nastasia

DPW Director

BOARD OF ASSESSORS

RECAPITULATION SHEET FOR TAXATION FISCAL YEAR 2018

Total appropriations to be raised by taxes:	\$41,495,008.00
Total appropriations to be taken from available funds:	400,470.62
Total appropriations to be taken from Sewer Enterprise	2,475,963.00
Total appropriations to be taken from Free Cash	<u>-0-</u>
	\$44,371,441.62

Offsets to Cherry Sheets:	
School Lunch Programs:	-0-
Public Libraries:	<u>17,513 .00</u>
	\$17,513.00
	17,513.00
Snow & Ice Deficit	217,263.12

Other Local expenditures to be raised:	
Central Mass. Regional Planning	3,614.68
Prior years Deficit	<u>-0-</u>
	3,614.68
County Tax	503,843.00
Overlay	155,010.09

Gross amount to be raised: \$45,268,685.51

ESTIMATED FUNDS AND AVAILABLE FUNDS:

ESTIMATED RECEIPTS FROM THE STATE	9,162,855.00
AVAILABLE FUNDS	400,470.62
FREE CASH TO REDUCE RATE	953,661.00
ENTERPRISE FUND	3,773,680.00

LOCAL ESTIMATED RECEIPTS:

Motor Vehicle Excise	1,900,000.00	
Other Excise	302,000.00	
Penalties & Interest on taxes & excise	65,300.00	
Payments in Lieu of taxes	2,267,000.00	
Charges for Services trash disposal	92,000 .00	
Fees	99,000.00	
Rental	20,000.00	
Departmental Revenue – Schools	3,000.00	
Departmental Revenue-Libraries	4,000.00	
Other departmental revenue	123,700.00	
Licenses & Permits	348,850.00	
Fines & Forfeits	68,200.00	
Investment Income	8,000.00	
Medicaid Reimbursement	160,000.00	
Miscellaneous recurring	0.00	
Miscellaneous non-recurring	<u>80,610.00</u>	
TOTAL OF LOCAL ESTIMATED RECEIPTS	\$5,541,660.00	\$ 5,541,660.00

BOARD OF ASSESSORS

TOTAL OF ESTIMATED RECEIPTS AND OTHER AVAILABLE FUNDS	\$19,832,326.62
REAL ESTATE PROPERTY VALUATION \$1,430,202,157 @ 16.43	23,369,503.25
PERSONAL PROPERTY VALUATIONS: 126,490,553 @ 16.43	2,066,855.64
TOTAL TAXES LEVIED ON PROPERTY	\$25,436,358.89

In addition to town meetings, and other functions, the Board of Assessor's individual member attendance is as follows:

	<u>Scheduled</u>	<u>Attended</u>
Jude T. Cristo	16	16
George R. Valery	16	16
Joseph F. Coggans Jr.	16	11

Respectfully submitted,
Jude Cristo
George R. Valery
Joseph Coggans

BOARD OF APPEALS

TO THE HONORABLE BOARD OF
SELECTMEN AND CITIZENS OF MILLBURY:

The Board is comprised of five members and one alternates. They are as follows:

Chairman, Paul M. Nigosian

Vice Chairman, Kenneth Perro

Clerk, Robert Simmarano

Harold Proodian

Daniel Mezynski

Alternates:

Anna Lewandowski

The Board's powers are as follows:

To hear and decide applications for Special Permits, upon which the Board is empowered to act based on Chapter 40A, 40B, and 41 of the General Laws, and to hear and decide appeals or petitions for Variances for use with respect to particular lands or structures.

Respectfully submitted,

Paul M. Nigosian, Chairman

Board of Appeals

THE PLANNING BOARD

To the Honorable Town Manager, Board of Selectmen and The Townspeople of Millbury: as members of the Millbury Planning Board we respectfully submit our Annual Report for Fiscal Year 2018.

A total of eighteen (18) meetings were held in Fiscal Year 2018. Attendance for the Planning Board meetings was as follows:

<u>Members</u>	<u>Present</u>	<u>Absent</u>	<u>Total</u>
Richard Gosselin, Chairman	18	0	18
Paul Piktelis, Vice-Chair	18	0	18
Edd Cote, Clerk*	16	0	16
Michael Georges, Member	16	2	18
Terry Burke Dotson, Member	16	2	18
Mathew Ashmankas, Clerk*	2	0	2

*Member for partial year

APPROVAL NOT REQUIRED PLANS

There were four (4) plans filed under Chapter 41, Section 81P of the General Laws, Approval Not Required (ANR), during Fiscal Year 2018, for 2 Beach Street, Bob Miller Way, 2-4 Howe Ave/10 Howe Ave and 5 Acworth Street. These plans represent a division of land with adequate frontage on existing ways as required by the Millbury Zoning Bylaws.

DEFINITIVE SUBDIVISIONS

Definitive Subdivision Plan: Three (3) applications were filed for Definitive Subdivision review and approval. The Planning Board approved the Greenleaf Terrace Subdivision, which consists of a new roadway and four (4) single family lots off of McCracken Road.

Definitive Subdivision Plan Recission: The Board issued a Certificate of Rescission for the Definitive Subdivision entitled "Dryden Estates Definitive Subdivision Plan, 124 Grafton Street, Millbury, MA" dated September 2, 2007, revised January 14, 2011, prepared by Land Planning Inc.

SPECIAL PERMITS/SITE PLAN REVIEW/STORMWATER PERMITS

There are various uses and a certain scale of residential, commercial and industrial development that trigger the need for a Special Permit, Site Plan Review and/or Stormwater Permit. The Town's Zoning Bylaws and Municipal Code identify applicable provisions, submission requirements and the criteria that the Planning Board shall take into account when reviewing applications and rendering decisions. Below is a summary of the various special permits and site plan review permits applied for during the fiscal year, and the Board's decisions.

THE PLANNING BOARD

Site Plan Review and Post-Construction Stormwater Management Permits: Eight (8) applications were filed under the Zoning Bylaw (Site Plan Review) and the General Bylaws (Post-Construction Stormwater Management): 308 Millbury Avenue, 276 West Main Street, 147 Providence Street, 71 McCracken Road (AKA 58 Dwinell Road), 58 West Main Street, 239 Riverlin Street, 82 & 86 McCracken Road and 266 North Main Street Extension.

Major/Minor Modifications to a Special Permit: The Board extended construction deadlines for Autumn Gate Estates subdivision and approved minor modifications for upgrades to Wireless Communication Tower located at 3 Colton Rd. Other minor modifications were granted for 333A Southwest Cutoff, 442 Greenwood Street Solar Farm, Stratford Village on Burbank and Millbury Switching Station #3 off Grafton Street/Cross Street.

Multifamily Dwelling Special Permit: One (1) application was filed under this section of the Zoning Bylaw, and was approved, with conditions, for 58 West Main Street, a Multi-family 5 unit apartment building. This application also received Site Plan and Post-Construction Stormwater Management approval.

Accessory Dwelling Special Permit: One (1) application was filed under this section of the Zoning Bylaw and was approved, with conditions, for one additional dwelling unit on Rolie Shepard Drive.

CURRENT ISSUES

Master Plan: Phase II of the Master Plan process was officially launched in fall 2017 with the hiring of a consultant team lead by BSC Group, Inc. and supported by Community Circle and Barret Planning Group, LLC. The Master Plan will define a vision for the Town's future, take stock as to where the community stands, anticipate future challenges, and set forth an action strategy for achieving common goals. The Master Plan is important because it will help guide the Town's decision-making regarding a wide range of issues affecting people's lives, including capital spending on roadways, municipal buildings and parks. The Plan will identify key opportunities and challenges facing Millbury and alternative ways for addressing these.

The Master Planning process began in early 2016 by hiring Community Circle and Martha Lyon Landscape Architecture to lead the citizenry through three public forums and survey of local businesses. Over the past year, the Master Plan Committee and consultant team continued to ask the people of Millbury for their input on a range of topics to be covered in the plan-economic development, transportation, housing, open space, the environment, historic resources, public facilities and programs, and capital improvements. Last spring, all Millbury households received a comprehensive survey via mail in order to understand what citizens think about their community, what should be preserved or enhanced, what needs improvement, and what might be missing. Nineteen percent of all Millbury households responded. Graduate students from Bridgewater State University tallied the responses and presented their findings during a Public Forum held on June 5, 2018 at the Millbury Senior Center. The June 5th Forum, which was

THE PLANNING BOARD

attended by approximately 65 stakeholders, also gave attendees the opportunity to comment on draft goals and recommendations.

It is anticipated that the Master Plan will be completed in winter 2019 and presented at the May 2019 Annual Town Meeting.

Mapping: Development of an updated computer mapping system of town-wide data continues to be a priority. Zoning-based assessor's maps are available in the Assessors' Office, Department of Planning and Development and online via the Assessors' Office department page on the municipal website (http://hosting.tighebond.com/millburyMA_Public/).

Roadway Acceptances: The Planning Board facilitated the process of accepting Jessica J. Drive, Rollie Shepard Drive and Bill Graham Lane as public ways, and subsequent action by the Selectboard to finalize the acceptance and the recording of deeds.

* * * * *

The Millbury Planning Board holds its regular meetings on the second and fourth Mondays of each month. One meeting per month is generally scheduled in June, July and August. These meetings are televised live on Charter cable channel 11 and Verizon cable channel 26. Concerned citizens are invited to attend and anyone wishing to meet with the Board should call the Planning Department at the Municipal Office Building to make arrangements. The Planning Board encourages public participation in every element of the planning process. The Planning Director is available during regular business hours to meet with the public to address any planning issue.

CONSERVATION COMMISSION

To the Honorable Selectmen and the Citizens of Millbury:

We hereby submit the report of the Conservation Commission for the Fiscal Year 2018.

The Commission held 15 meetings and the attendance was as follows:

	Present	Absent
Donald Flynn, Chairman	10	5
Ron Stead, Vice-Chair	12	3
Paul DiCicco, Member	12	3
Anthony Cameron, Member	11	4
Mathew Ashmankas	10	5

The following is a list of activities done by this Conservation Commission:

Notice of Intent	12
Request for Determination of Applicability	5
Abbreviated Notice of Resource Area Delineation	0
Certificate of Compliance	7
Extension Permits	2
Amendments	0
Enforcement Orders	0
Emergency Certifications	0

The Millbury Conservation Commission is responsible for administering the Massachusetts Wetlands Protection Act, M.G.L. Chapter 131, Section 40, as it relates to issues in the Town of Millbury. The Act set forth a public review and decision-making process by which activities affecting areas Subject to Protection are to be regulated in order to contribute to the following interests:

Public and private water supply, protection of ground water supply, flood control, storm damage prevention, prevention of pollution, protection of land containing shellfish, protection of fisheries and protection of wildlife habitat.

Areas that are subject for review under the Wetlands Protection Act include the first 200 feet from the edge of a perennial stream referred to as “riverfront area” as well as the first 100 feet from a vegetated wetland or bank stream referred to as “buffer zone”. A permit must be obtained from the Conservation Commission before any work begins within the resource areas and the 200 or 100 foot buffer zones. Some projects that were reviewed by Conservation in fiscal 2018 included residential developments, solar arrays, construction of garages, additions and upgrades to properties along ponds and lakes.

There are over 520 acres of Conservation Land managed by the Conservation Commission in the Town of Millbury, some with accessible recreational trails. Land that is owned by the Town’s Conservation Commission is considered protected. Its future as open space is assured. The protection of Millbury’s open space resources is

CONSERVATION COMMISSION

crucial because these landscapes help define the character of Millbury and reflect its past, provide crucial habitat for a diversity of wildlife and recreation opportunities for people, preserve the quality and quantity of Millbury's water resources, and absorb stormwater to reduce flooding.

In addition, the Conservation Commission is interested in managing its lands to create healthier forests. By actively managing forests, the Conservation Commission is able to limit the spread of invasive species, create alternative habitats, construct a network of well-defined trails, and raise money to purchase additional conservation land and maintain existing resources.

The Commission participated in Student Government Day on December 8, 2017, interacting with Millbury High Students to explain the roles, responsibilities and projects that come before the Commission. We look forward to continued success and would like to thank all those who made this event possible. Civic groups and volunteers willing to help maintain or establish new trails are always welcome and greatly appreciated.

The Conservation Commission continues to encourage all to use the Town's Conservation areas for passive recreation such as hiking, biking and bird watching. The Police Department should be notified if the use of A.T.V. vehicles is noticed on these lands.

The Conservation Commission accepts both monetary donations as well as land donations in order to continue the preservation of our natural resources.

The Conservation Commission can be reached by dialing 508-865-5411 at the Municipal Office Building. The Clerk's hours are Monday through Friday 8:30 am – 4:30 pm. You can also visit the Town of Millbury website under the Conservation Commission to access contact information as well as other important information, links and forms.

The Commission meets regularly on the first and third Wednesday evening of each month beginning at 7:00 p.m. One meeting per month is generally scheduled in June, July and August. Comments and inquiries from the public are always welcome.

THE BOARD OF HEALTH

TO THE HONORABLE BOARD OF SELECTMEN AND CITIZENS OF MILLBURY:

We hereby submit our annual report for the year ending June 30, 2018.

A total of 10 meetings were held in Fiscal Year 2018. Attendance for the Board meetings were as follows:

Members:	Present	Absent
Ronald J. Marlborough	10	0
James M. Morin	9	1
Armand O. White	10	0
CMRPHA Staff	9	1

Regional Public Health Services

The Worcester Division of Public Health (WDPH) is the lead agency for the Central Massachusetts Regional Public Health Alliance (CMRPHA), of which the Town of Millbury is a member. The regionalization of public health services is a cost-effective and capacity building model that is sustained through cost-sharing throughout seven contiguous communities. CMRPHA received national accreditation in March of 2016, and continues to be the first accredited health department in the Commonwealth and the first accredited multi-jurisdictional health department in the country. The WDPH provides enforcement, program initiatives and policy technical support in the areas of community health, environmental health and emergency preparedness. The Town also contracts separately with a nurse to provide nursing services which include communicable disease reporting and investigations and a Title V engineer to review plans, conduct percolation tests and inspections.

Public Health Preparedness

The Massachusetts Department of Public Health's (MDPH) Office of Preparedness and Emergency Management (OPEM) has developed Health and Medical Coordinating Coalitions (HMCC) in each of the six regions throughout the state. In each region, OPEM has chosen a Sponsoring Organization to oversee the fiscal, administrative, and programmatic aspects of the HMCC grant. In Region 2, the WDPH has served as the Sponsoring Organization for the past two years. Each HMCC is tasked with completing deliverables designed to foster a multi-disciplinary, regionalized approach during all phases of an emergency: preparedness, response, recovery, and mitigation. As a member of the Region 2 HMCC, the Town of Millbury has access to increased resources and is a part of regional planning efforts.

THE BOARD OF HEALTH

As Sponsoring Organization, WDPH is considered the regional Emergency Support Function 8 (ESF-8); in an emergency, WDPH would coordinate resource requests and allocation, and provide situational awareness for all healthcare organizations and local public health departments in the seventy-four cities and towns that make up Region 2. Currently, six community members from the Town of Millbury are registered Medical Reserve Corps volunteers. With that said, as a member of the Worcester Regional Medical Reserve Corps (WRMRC), the Town would have access to all 396 registered volunteers within the WRMRC in the event of an emergency.

As with previous years, Emergency Preparedness staff worked in conjunction with the Millbury Board of Health to review and revise the Town's Emergency Dispensing Site (EDS) plan. In FY18, Emergency Preparedness staff also worked with the BOH to develop and conduct a full-scale exercise testing the set-up of the EDS, in fulfillment of state and federal deliverables. The Millbury Board of Health was also in compliance with and participated in all quarterly WebEOC emergency reporting drills conducted by MDPH.

Community Health

Tobacco

The Town of Millbury is a member of the Worcester Regional Tobacco Control Collaborative which reduces the health and economic burden of tobacco use by preventing young people from starting to smoke, helping current smokers to quit, and protecting children and adults from secondhand smoke. This is accomplished through education and upholding both state and local laws. During this fiscal year, WDPH completed 12 inspections and 21 youth compliance checks at tobacco retailers.

An estimated 1,904 smokers live in Millbury (18.2% of adults, age 18+). The adult smoking rate is 17% higher in Millbury than statewide (18.2% in Millbury compared to 15.5% statewide). The rate of smoking during pregnancy in Millbury is 57% higher than statewide (10.7% in Millbury compared to 6.8% statewide). In Millbury, lung cancer incidence is 15% higher among males compared to the state of Massachusetts. Lung cancer incidence in Millbury is 34% higher among females compared to the state of Massachusetts. Mortality from lung cancer is 41% higher in Millbury compared to Massachusetts.

Substance Abuse Prevention

The CMRPHA, through the City of Worcester, received a seven year, \$100,000 per year Massachusetts Opioid Abuse Prevention Collaborative (MOAPC) grant, focused on opioid overdose prevention and reduction in the region. The town of Millbury's Board of Health, Public Schools and Police Department have been working together to prevent opioid abuse and reduce overdose in the town. WDPH staff attend monthly meetings of the Millbury Opioid Taskforce and provide technical support and resources to facilitate these efforts. In addition, staff attended the National Night Out event held by the Police Department along with members of the Taskforce and gave out public health educational resources on substance abuse prevention.

THE BOARD OF HEALTH

Environmental Health

The Board monitors food offered for consumption to ensure it is wholesome, free from adulteration, properly labeled, identifiable, and manufactured at an approved source. All food establishments receive mandated inspections to determine compliance with the provisions contained within the Chapter X, of Minimum Sanitation Standards for Food Establishments.

The Board must also uphold and achieve compliance with the Massachusetts Sanitary Code, Minimum Standards of Fitness for Human Habitation. This program consists of responding to complaints, issuance of orders or citing violations with a focus on unkempt property, housing violations, rodent control issues, as well as investigations of any public health nuisance. The CMRPHA, on behalf of the Board of Health, has investigated more than 94 housing/nuisance and food complaints, of which agents have had to respond at least twice to each complaint, for the initial and then follow-up(s).

Communicable Disease Surveillance

Infectious diseases constitute a continuing threat to the public's health. They cause illness, suffering, and death, and place an enormous financial burden on society. Although some infectious diseases have been controlled by modern technological advances, new diseases are still emerging. Under Massachusetts General Laws (MGL), Chapter 111, suspected and/or confirmed cases of diseases dangerous to the public's health are reportable to the local Board of Health and/or the Massachusetts Department of Public Health (MDPH). Reporting disease occurrences enables the public health staff to monitor trends, detect and control outbreaks, and evaluate prevention activities. Our public health nurse regularly collects important information on all reported diseases as part of routine epidemiological disease investigations. The following is a summary of reported diseases in Millbury 2017-2018:

Communicable Disease/Nursing Case Management	132
Gastro-enteric	12
Hepatic	25
Respiratory	55
Viral	4
Zoonotic	36

The Board of Health was able to host two seasonal flu clinics and vaccinated 160 people.

Title V

Lastly, the Board is charged with enforcing various Massachusetts Department of Environmental Protection Regulations such as Title V and CMR 310 which includes septic plan review, air, water and noise nuisance control and hazardous materials control. Locally, the Board of Health must ensure compliance with numerous Town by-laws and Board of Health Regulations.

The Board of Health upholds all code enforcements regarding Title V.

THE BOARD OF HEALTH

A total of 407 permits and licenses were issued.

95	Food Permits
69	Catering Permits
11	Mobile Permits
51	Milk Permits
1	Pasteurization Permit
9	Frozen Desserts Permits
0	Tanning
9	Tobacco
61	Rubbish Haulers
18	Disposal of Works
34	Septic Haulers
10	Perc Tests
8	Septic Plan Reviews
11	Septic Construction Permits
14	Well Permits
1	Pool
4	Recreational/Sports Camp
1	Tattoo

Expenditures:

Town of Sutton – Nursing Services	\$12,675.00
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City of Worcester – Regionalization FY18	\$44,054.60
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Respectfully submitted,

Ronald J. Marlborough, Chairman

James M. Morin, Vice Chairman

Armand O. White, Clerk

FINANCE COMMITTEE

To the Honorable Board of Selectmen and the Citizens of the Town of Millbury,

I hereby submit the Annual Report of the Finance Committee for the fiscal year ending June 30, 2018.

The Finance Committee is charged with the consideration of all matters relating to the appropriation, borrowing and expenditure of money, the review of the Town budget and Warrant Articles, as well as other financial matters as they present themselves over the course of the year. The Committee also oversees the Reserve Fund, which is used as a supplement to approve budgets in the case of unforeseen, unbudgeted and unavoidable expenditures.

The Finance Committee holds numerous public meetings and hearings throughout the fiscal year with member terms running from July to June. Throughout the Fiscal year ending June 30, 2018, the Finance Committee met a total of 17 times.

The Finance Committee makes recommendations on each warrant article to the voters at Town Meeting. These recommendations are the product of numerous hours of discussion and deliberation with Town officials and department heads. Members of the Committee attend meetings of the Board of Selectmen and School Committee during the budget process to provide an overview of the Town's overall financial stability for the coming year.

The Finance Committee members for fiscal 2018 were as follows along with their attendance:

Name	Present	Absent
Jennifer O'Connell, Chairman	17	0
David Cofske, Vice-Chairman	15	2
Albert Kupcinskis, Clerk	16	1
Chris Kennedy	10	7
Steve Noonan	14	3
Antony Khalife	12	3
Kevin Kuphal	15	2
Nicole Cooney	2	0

The Finance Committee Secretary is Sandra Gaspie and the salaries paid for Fiscal 2018 was \$1,262.25.

FINANCE COMMITTEE

After the Annual Town Meeting, the Committee reorganized with Jennifer O'Connell being nominated as Chairman, David Cofske as Vice-Chairman and Albert Kupcinskas as Clerk.

The members of the Finance Committee would like to thank the Town Manager, the Superintendent of Schools, the Finance Director as well as the department heads for their cooperation throughout the year.

Respectively Submitted,
Albert Kupcinskas, Clerk

MILLBURY PUBLIC LIBRARY

“The only thing that you absolutely have to know, is the location of the library.”

– **Albert Einstein**

The Millbury Public Library wishes to thank its patrons and the Town of Millbury for lending support. The Library has been very busy with storytimes, art shows, performances and serving the individual needs of wonderful patrons. Keeping up with new technology is a challenge but time well invested. The Library has a Nook, Kindle and iPad for use in the library. Patrons can use their own reading tablets to download books from the CW/MARS network at the Library or at home. Our telescope has been circulating frequently with a long waiting list. We have a Hot Spots for patron use as well as in the Library.

Ann Dallair is our Children’s Librarian. She has created new programs, events, scavenger hunts, and coloring pages. The Library had an Easter Egg Hunt that was very popular. We had over sixty people attended. School age book clubs was another program that was offered at the Library. Ann has set up chess and checker boards in the Teen Room. She began a Teen and Tween Advisory Group as well. She serves many new families with storytime and programs. The children play with puppets, puzzles and games when no programs are being presented. The children have a great time exploring and learning.

“Libraries Rock@ your Library” was the theme for the state wide summer reading program. All these fun-filled programs were well attended. Nearly 114 children signed-up and 35 completed the program. The children read a large number of books over the summer. One of our summer readers was chosen by the Library to earn a Boston Bruins signed hockey puck.

The Library offered “Animals on Vacation” during school vacation weeks. This was funded by the Friends of the Millbury Public Library and Mary B. Grogan Fund. “Ford’s Hometown Bug Club” had bugs including a centipede and a Madagascar hissing cockroach, “Hands on Nature” and “Animal Affair Petting Zoo” brought goats, chickens, ducklings, geese and bunnies. Even parents had a terrific time. The petting zoo was situated outside.

The Library received a grant from the Rosemary Davis Fund for the program “Animals Around the World”. The Friends of the Millbury Public Library also helped support programs. We offer these programs in months when there are no school vacations. The patrons enjoy seeing the animals, some they can even touch. In January we had “Bugworks” which, was a living lessons with crawling creatures. March was the “Rainforest Reptile Show”. The children loved it especially when they got to hold the reptiles even the boa constrictor. In May “Animal Craze Petting Zoo” came to the Library. They brought a goat, some bunnies, some chickens, a pig, and a black sheep. They could even hold them. Everyone was delighted with the programs.

MILLBURY PUBLIC LIBRARY

The Library received a Millbury Cultural Council Grant for the summer reading programs. We had programs and performers for all to enjoy. There was Jay Mankita “Traveling Maker Space”, Davis Bates and Roger Ticknell with stories and songs and children and adults learned Origami from Haruo Shiga. Scott Jameson performed his magic act to enthusiastic and helpful crowd of 78.

The summer was busy with craft programs. We had Fourth of July Crafts, Sidewalk Chalk and Bubbles, which is always an enormous success. There was “Ed the Wizard Rocketry”, “Lego Mania”, and 4-H Robotics.

The Library hosted a variety of adult programs this past year. We offered a program on “Essential Oils” and a Book Talk with former Millbury resident Rebecca Burrell. She talked about the book she wrote called “At Shutter Speed” about the life of a photojournalist. A knitting group meets here on Wednesday mornings.

The Worcester County Sheriffs’ Department landscaped the Library grounds and painted areas inside the building. They provided the labor and the Library supplied lunch and materials. Due to this beneficial arrangement, a beautification effort succeeded with no effect upon budget.

The Library has twenty-one wonderful volunteers. They put in a total of 268 hours.



MILLBURY PUBLIC LIBRARY

Statistical Highlights for Fiscal Year (July 2017- June 2018)

The numbers show a change in inventory from in-house weeding, updates to Evergreen, and an increase in the use of digital resources.

FY 17		FY18	
Library Collection		Library Collection	
Holdings	123,593*	Holdings	134,491
eBooks	41,908*	EBooks	47,489
Downloadable Audio	13,179	Downloadable Audio	15,531
Downloadable Video	1,229	Downloadable Video	1,236
Circulation	64,518	Circulation	59,637
eBooks	3,545	EBooks	2,128
Downloadable Audio	1,511	Downloadable Audio	1,710
Downloadable Video	0	Downloadable Video	14
Interlibrary Loans (ILL)		Interlibrary Loans (ILL)	
Received	7,645	Received	7,458
Provided	8,308	Provided	8,017
New Cards	371	New Cards	361
Meeting Rooms	589	Meeting Rooms	633
Children's Programs	224	Children's Programs	226
Attendance	2,120	Attendance	3,510
Summer Reading	155	Summer Reading	114
Returned Logs	35	Returned Logs	35

The numbers have changed but the Library is as busy as ever. Patrons come in for programs, to use computers and have meetings in one of our three meeting rooms. They also come to read the newspapers, magazines and to meet with friends. Students come to do homework, to do research projects and to meet with other students. These meeting rooms are used for a variety of meetings. The meetings are held by Boy Scouts and Girl Scouts groups. They are also used for, sports signups, cooking classes and author talks and much more.

*Our holdings numbers have changed due to a change in eBooks vendors.

Elizabeth A. Valero, Director
Millbury Public Library

ASA WATERS MANSION TASK FORCE

To the honorable board of selectman, Town Manager and to the Citizens of Millbury:

We hereby submit our Annual Report for the fiscal year of July 1, 2017 through June 30th, 2018.

While undergoing a year of great transition, The Asa Waters Mansion continues to be the epicenter of culture and community here in Millbury. Once again, Asa Waters has opened its doors and welcomed friends from all walks of life as we continue our tradition of building a stronger sense of community and belonging in our town. From our Annual Chain of Lights Celebration, to School Tours, Civic Meetings, School Events, Prom and Sr. Photos for our local students, the mansion remains a special meeting place for all those who enter.

In addition to the community aspects, Asa has a renewed relationship with both The Millbury School Department and The Town Planning Committee, providing a meeting space that is appropriate and elegant for guests who join our civil servants in our backyard as we push the boundaries of education and town growth.

This Year, Asa Waters welcomed a brand new director to its historic halls and it has been an exciting time of learning and growth for both the mansion and its offerings. Beginning this past year Asa Waters has started several community events that will become annual activities and generate additional revenue outside of the normal window wedding and special events. The Asa Waters Mansion is now the home to the most beautiful place to dance the night away on New Year's Eve, a wonderful place to celebrate St. Patrick's Day, somewhere to enjoy live music and theatre or a great place for a special Holiday Brunch. It is through these events, in tandem with the rentals revenue, grants and the generosity of private donors that the Asa Waters Mansion will actually be able to be self-sustaining and become an additional source of funding for The Town of Millbury.

The Friends of Asa Waters continue to be the backbone of our efforts here and have had a very successful year with their events and fundraising for the restoration and preservation of the Mansion and its programs. Some events of note included the children's Halloween Tea Party, The sold out Annual Holiday Tea, A successful Paint Night and hands on workshops to create living art to take home. Because of the hundreds of volunteer hours spent by The Friends, The Mansion is able to maintain its picture perfect landscaping, stunning period interior and the services of tour guides, event assistants and bereavement staff all for the benefit of our citizens.

The Mansion is proud to be the home of both The Millbury Historical Society as well as The Millbury Woman's Club, who in fact were honored at this year's Chain of Light's Celebration as they got to light the Christmas Tree with hundreds of townspeople watching.

ASA WATERS MANSION TASK FORCE

Behind the scenes, work continues on the infrastructure of the mansion as we have continued to upgrade our HVAC System including central air. The Mansion will be a recipient of a large grant to provide appropriate insulation to help with the cost and use of Energy in the sum of over \$60,000. This summer the sprinkler system was checked and repaired, helping to maintain the lush green lawns and stunning flowers our residents have come to expect when visiting the grounds.

Asa Waters Task Force

Sandra J. Cristo
Armand White
Jeffrey A. Dore
Mary L. Griffith

Katherine McKenna
Christopher Naff*
Paul Routhier

*Denotes Chair



Town of Millbury

Millbury Redevelopment Authority

127 Elm Street
Millbury, MA 01527

To the Honorable Board of Selectmen, Town Manager, and the Citizens of Millbury:

The Millbury Redevelopment Authority was created at the annual Town Meeting on March 2, 1963, in Article 34 and 36, and is intended to be comprised of five members, four elected by the town and one appointed by the Governor's office.

The board held 9 regular meetings during FY18 and the attendance was as follows:

BOARD MEMBER	PRESENT	ABSENT
CHAIRMAN, LEONARD F. MORT	9	0
VICE CHAIR, HAROLD PROODIAN	8	1
TREASURER, ROBERT J. SIMMARANO	7	2
MEMBER, CHRISTINE VALERY	7	2
MEMBER, WALTER K. SWENSON	8	1

Millbury Redevelopment Authority Mission:

The Millbury Redevelopment Authority exists to create opportunities to attract and sustain economic development that will revitalize Millbury's economy and cultural growth. The end goal is to realize a community that is more attractive and self-sufficient.

What is the Millbury Redevelopment Authority?

The Millbury Redevelopment Authority is a volunteer board charged with helping to facilitate economic development opportunities for the town. Board members are elected at Town Meeting for five year terms. As an independent board, the Millbury Redevelopment Authority is in a unique position to bring the public and private sectors together. The Millbury Redevelopment Authority also has broad powers that enable it to encourage new development and promote sound growth. The board is not bound by daily processes of a local town department but works on special projects that can be run by the town or a business. The Millbury Redevelopment Authority can participate in development, issue bonds, borrow money and receive grants and gifts.

Projects that are undertaken by the Millbury Redevelopment Authority are not funded with tax payer dollars, solely funded by donations, gifts of money or property, fund raisers, and the generosity of Millbury citizens, business's, developers, and other organizations that take pride in our community.

Urban Renewal Plan:

The Millbury Redevelopment Authority requires the development and approval of an Urban Renewal Plan to undertake specific projects. An Urban Renewal Plan is an approved redevelopment project by the state that grants the applicant that ability to pursue redevelopment

and improvements of substandard, decadent or open blighted areas as well as plan for future land use. The stringent application and process also goes thru public review and comment.

Once approved by the state, the plan provides the Authority the ability to:

- Establish rehabilitation/design standards
- Demolish and/or rehabilitate substandard structures
- Participate in real estate development and commercial revitalization
- Issue bonds, borrow money and invest funds
- Receive grants and loans
- Accept gifts or requests

Current Projects:

The Millbury Redevelopment Authority is currently involved in the following projects in town:

- **Millbury Clock on the Common**
 - This project involves the purchase, installation and configuration of a Replica Howard 4-Dial clock (Made by General Time) on the lower common in conjunction with the Millbury Bicentennial Committee who will be installing a new Electronic Message Board in the same area.
 - The Clock was put out to bid this year and the purchase has been completed. The clock has been received by the Millbury Redevelopment Authority and is receiving some final work prior to preparation for installation. Installation schedule is still pending as we work through final installation details.
 - The Millbury Redevelopment Authority will continue to work with the Town Manager, Planning Director, and DPW Director to finalize the plans for installation of the clock.
- **Millbury Redevelopment Authority State Appointed Member**
 - Latest update on this activity:
 - Article was added to the Town Meeting Warrant and passed but languished in the State Legislature. After several extra months this was passed and sent on to Governor Baker's desk for final signature.
 - The Article was vetoed by Governor Baker and substituted with a change allowing this position to continue to be appointed by the State Administration with a 120 day clock on the appointment, at which time the appointment will roll-back to the town to be appointed by both the Board of Selectmen and Millbury Redevelopment Authority. While this was not as intended, it does accomplish getting our 5th member appointed every 5 years.
- **Social Media**
 - The Millbury Redevelopment Authority continues to have a significant presence on social media sites and engaging with community members.


- **Fundraising**

- The Millbury Redevelopment Authority has been involved in the following fundraisers over the past year:
 - Several Food Truck Festivals held at the town's Windle Field complex have been very successful helping us complete the purchase of the clock and will continue to be a source of fundraising into the future.

Physical Inventory of the Millbury Redevelopment Authority:

- 1 – 10' x 10' Quest White Pop-up Canopy
- 1 – Metal Cash Box with Keys
- 1 – 9' x 96" MRA Red Vinyl Banner
- 2 – Digital 8' Cutout Replica Displays of the Clock
- 1 – Desktop Clock Replica
- 18 – Reflective MRA Safety Vests

Respectfully Submitted,



Walter K. Swenson, Chairman

MILLBURY POLICE DEPARTMENT

MISSION STATEMENT

We are dedicated and committed to reducing crime, targeting quality of life issues and ensuring a safe environment for all. We will accomplish this mission through an enhanced, proactive, community based policing strategy that focuses on developing and strengthening partnerships, relationships and building mutual trust within the community.

COMMUNITY COMMITMENT PRIDE

To The Honorable Board of Selectmen and the Citizens of the Town of Millbury:

On behalf of the men and women of the Millbury Police Department and as your Police Chief, it is my pleasure to present the Annual Report, Fiscal Year (FY 18) July 1, 2017 through June 30, 2018. The report includes information on the department's organizational structure and statistical data as it relates to calls for service and crime. Additionally, the report has information on departmental efforts, programs and accomplishments.

The members of the Millbury Police Department have proved that they are committed to reducing crime, targeting quality of life issues and ensuring a safe environment for all. We have accomplished this mission through an enhanced community based policing strategy that is focused on developing and strengthening relationships within the community and building mutual trust.

As the department proceeds forward, I would like to take a moment to thank the many chiefs who have served before me, as well as the men and women who have retired with honorable service to the police department, both civilian and sworn. I would also like to thank the present members of the police department for their continued dedication and commitment to serving this community.

I look forward to serving the citizens of Millbury and leading the department in proactive community based policing, modern technology and equipment, and keeping our officers adequately trained in best police practices so that they may continue to provide superior police services to residents and the general public.

Respectfully Submitted,

Donald P. Desorcy
Chief of Police

MILLBURY POLICE DEPARTMENT

COMMUNITY EVENTS

FOOD DRIVE

The Millbury Police Department and the Millbury Fire Department partnered for the third annual Millbury Food Drive. All the items collected from this event were donated to the three primary food pantries in the Town of Millbury. This event was an outstanding success and we look forward to continuing this program.

TOY DRIVE

The Millbury Police and Fire Departments partnered for the third annual Millbury Toy Drive. All gifts collected were donated to the Millbury Lions Club and distributed during the holidays to Millbury families in need. Please continue to support this event for years to come.

ELDERLY THANKSGIVING DINNER

The Millbury Police Association continues to sponsor an annual Thanksgiving Dinner at the Senior Center for the elderly of the Town of Millbury. It is coordinated and funded by the Millbury Police Association. Officers, friends and family members volunteer their time to make this a successful event as well as local business sponsors. Approximately one hundred fifty guests are served.

MILLBURY YOUTH POLICE ACADEMY

The Millbury Police Department sponsored its fourth annual Millbury Youth Police Academy. Officers Nicole Oliveri and Keith Gasco administer the program and continue to do an outstanding job with this event. The Cadets were introduced to CPR / First Aid training, Life Flight helicopter, Patrol Procedures, Crime Scene Investigations, K-9 Demonstration, Impaired Driving Demonstration, Tour of the Worcester County House of Correction, Firearms Training and Marching Drills and Physical Training. This academy is offered to all Millbury residents who will be entering the 9th and 10th grades. Applications will become available online for the next Millbury Youth Academy to be held in the summer, 2019.

COMMUNITY READING DAY

Members of the department volunteer their time reading to students at the Elmwood Street School during Community Reading Day. This gives the officers the opportunity to interact with the students in the school environment.

MILLBURY POLICE DEPARTMENT

STUDENT MEET AND GREET

The Administrative staff of the Millbury Police Department greet the students at Millbury High School, Shaw School and Elmwood Street School on the first day of school.

HEROES AND HELPERS

The Millbury Police Department was awarded a grant from Target Corporation to provide the opportunity for fifteen Millbury youths to Christmas shop for family members. Each youth was assigned a uniformed Police Officer and they were allowed to shop at Target. All expenses were covered by the grant.

NATIONAL NIGHT OUT

The Millbury Police Department partnered with Target Corporation and participated with National Night Out. This program is held throughout the country on the first Tuesday in August. The purpose of this program is to help establish a bond between the police department and the citizens of the community. Approximately 150 Millbury residents participated and enjoyed demonstrations by the Millbury Fire Department, Millbury Police K-9 Unit, Worcester County Sheriff's Department Med-Star Ambulance, Rock Climbing Wall and pony rides donated by Stowe Farms, music by Tim Cluett as well as free food and drinks. Plan on attending this event on a yearly bases on the first Tuesday in August.

ORGANIZATIONAL ACCOMPLISHMENTS

- The department continues to maintain the prescription pill box located in the lobby of the Police Department for the community to dispose of unwanted and old prescription pills; no questions asked. This is available to the public 24 hours a day, 7 days a week.
- The department has three Officers who are instructors in CPR and First Aid. The sworn members of the department receive their certification training from these instructors.
- Two Officers continue to monitor the sex offender registration.
- The department has designated an Infectious Control Officer for the purposes of, but not limited to (1) receiving notifications of exposures to infectious diseases dangerous to the public health from health care facilities, and (2) notifying the indicated care provider(s) of an exposure to an infectious disease dangerous to the public health.
- Lieutenant Brian Lewos and Officer Brian Gasco continued to serve as a member of the Central Massachusetts Law Enforcement Council Special Weapons & Tactics team (CEMLEC), maintaining the rigorous specialized training required by the team.

MILLBURY POLICE DEPARTMENT

- A School Resource Officer has been assigned to the schools through a partnership between the Millbury Police Department and the Millbury Public Schools. The SRO interacts with students and faculty on a daily basis.
- Staff from all (3) public schools continue to be trained in the school safety concept of ALICE (Alert, Lockdown, Inform, Counter, Evacuate). This was done through presentation and scenario based training.
- Officer Daniel Daly and K-9 Kenzo continue to receive training in patrol and narcotics detection.

Millbury Police K-9 fiscal year 2018 activities:

- 40 deployments
 - 9 narcotic searches, 210 grams of heroin were found and 10 grams of cocaine.
 - 14 K-9 searches, 6 resulted in suspect apprehensions
 - 6 searches for the Task Force and CEMLEC SWAT
 - 5 Article Searches-2 for guns and 3 for evidence of crimes
 - 4 demonstrations
 - 5 Millbury School searches
 - 5 demonstrations at Youth Academies
- Sergeant Brian Lewos was promoted to the rank of Lieutenant in September of 2017
 - Officer Christopher Polselli was promoted to the rank of Sergeant in September of 2017
 - Officer Sean Maynard transferred from the Shrewsbury Police Department to the Millbury Police Department in September of 2017.
 - Officer Michael J. Tarckini JR. was hired as a Patrol Officer in September of 2017.
 - Officer Michael Sutherland was hired as a Patrol Officer in October of 2017.

PERSONNEL SUMMARY

The department is moving forward with increasing staffing levels to better serve the growing community. We continue the plan to increase the department to the recommended level of 26 members over the next four years.

	FY 2014	FY 2015	FY 2016	FY2017	FY 2018
Sworn	18	19	19	19	20
Chief	1	1	1	1	1
Lieutenants	0	2	1	1	1
Sergeants	4	3	3	4	4
Officers	13	13	14	13	14
Dispatch	4	4	4	4	4
Administrative Assistant	1	1	1	1	1

MILLBURY POLICE DEPARTMENT

TRAINING

With the In-Service Training requirement returning to MPTC, this allowed the department the opportunity to continue with an aggressive effort to provide a wide range of training to its officers and sergeants:

- We have three (3) officers trained as instructors in administering Narcan and three (3) instructors in CPR/First Aid. All full time sworn officers now carry Narcan. From July 1, 2017 thru June 30, 2018, there have been 11 saves.
- There are presently three (3) Level 1 Firearms Instructors;
- Two officers are in Crash Reconstruction.
- All of the police dispatchers and many of the sworn personnel are certified in Emergency Medical Dispatch (EMD) procedures; our next focus in this area will be recertification.
- One (1) Officer is trained as a Taser instructor.
- One (1) Officer is a trained DRE (Drug Recognition Expert)

DEPARTMENT STATISTICS

The Department, through the computer dispatch and records system, compiles various data resulting from: arrests, accidents, citations, incidents/investigations, and summonses. The database contains both criminal and non-criminal statistics. Data related to criminal offenses or incidents is reported to the Massachusetts State Police and FBI under the National Incident-Based Reporting System (NIBRS). This category of crime statistics is more commonly known as Incident-Based Reporting (IBR) offenses and represents a general summary of crime data.

NIBRS/IBR OFFENSES

The following are crime totals which were reported to the FBI under the Incident-Based Reporting (IBR) system during the period of 7/1/2017 - 06/30/2018. There were a total of 1249 reportable crimes under the specific compilation of data as reportable under IBRS:

Dispatched Calls for Service were 14,866 for FY 2018, an increase of 34.63 %

Robbery	2
Aggravated Assault	27
Simple Assault	57
Intimidation	19
Arson	2
Breaking & Entering	31
Purse Snatching	0
Shoplifting	64

MILLBURY POLICE DEPARTMENT

Theft From Building	16
Theft From M/V	25
Larceny All Other	85
Motor Vehicle Theft	9
Counterfeiting/Forgery	15
False Pretenses	34
Credit Card Fraud	25
Impersonation	28
Stolen Property	18
Destruction/Vandalism	53
Drug/ Narcotic	29
Sex Offenses	5
Weapons Violations	
Pornography	0
Bad Checks	2
Disorderly Conduct	18
Driving Under Influence	40
Drunkenness	36
Family Offenses, Nonviolent	2
Liquor Law Violations	11
Trespass of Real Property	9
All Other Offenses	159
Traffic, Town By-Law, Misc.	417

TOTALS	1249
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GENERAL ACTIVITY

A more specific compilation of data, (not all of which is reportable under NIBRS), results from the combination of the following: arrests, accidents, calls for service, citations, incidents, investigations, and summonses. The statistics below represent data from the FY's 2015, 2016, 2017 and 2018. The statistics below list the yearly activity totals within the entire town.

Calls for Service

Calls for service are the calls generated which make up the daily police log. A call may come in by phone, E911, the radio, or someone walking into the lobby of police headquarters. Calls for service, even if it does not involve a crime, can be time consuming for both the officer and dispatcher, as citizens may have police or records related questions. The overall yearly calls (including the mall) have remained fairly consistent over the past few years.

MILLBURY POLICE DEPARTMENT

CALLS FOR SERVICE	
Yearly Activity (Town wide)	
Year	Yearly Calls
FY 2015	11464
FY 2016	10478
FY 2017	11402
FY 2018	14866

The call for service from FY 2017 to FY 2018 are up 33.38%

Arrests, Incidents, Criminal Complaints

Arrests statistics are compiled based on in-custody arrests. In other words, an arrest number is assigned when a person is taken into physical custody, booked, and bailed or transported to court. There were 227 arrests during FY 2018. During FY 2018 arrests were up 48.3%.

ARRESTS	
Yearly Statistics (Town wide)	
Year	Yearly Arrests
FY 2015	182
FY 2016	137
FY 2017	153
FY 2018	227

Incident reports, commonly referred to as investigations, are generated for a variety of different activities. The activities range from, but are not limited to the following: documentation of a non-criminal event, an incident causing serious injury or death, suspicious activity, criminal activity with no suspect or where the victim chooses not to pursue charges or a crime with an identifiable suspect. If the investigation results in a crime with identifiable charges, and/or sufficient probable cause exist to substantiate the charge, officers can complete a criminal complaint/summons.

INCIDENTS/INVESTIGATIONS	
Yearly Statistics (Town wide)	
Year	TOTAL
FY 2015	593
FY 2016	556
FY 2017	517
FY 2018	770

MILLBURY POLICE DEPARTMENT

There were 770 incident reports completed in FY 2018.

If charges are warranted as a result of an incident report, a criminal complaint/summons or arrest is the method used to present charges in court. Often the complaint method is the procedure used to charge a person with a crime, rather than an arrest. This may be due to a combination of factors including the charge not permitting an arrest by statute, officer discretion based on the person's record, and the present activity and staffing level during the shift at the time.

CRIMINAL SUMMONS (Criminal Complaint/Summons Arrest)	
Yearly Statistics (Town wide)	
Year	Yearly Summons
FY 2015	185
FY 2016	188
FY 2017	159
FY 2018	273

Traffic Enforcement

There were 287 accidents in FY 2018, an increase of 10.8 % from FY 2017. There were 554 citations issued in FY 2018 an increase of 48.92% from FY 2017.

ACCIDENTS	
Yearly Statistics (Town wide)	
Year	Yearly Accidents
FY 2015	271
FY 2016	292
FY 2017	259
FY 2018	287

CITATIONS	
Yearly Statistics (Town wide)	
Year	Yearly Citations
FY 2015	539
FY 2016	581
FY 2017	372
FY 2018	554

SUMMARY

The categories of criminal and non-criminal activity listed above are beneficial in identifying crime trends, the amount of resources utilized in different areas of town in response to crime, facilitates our tactical decision-making and strategic planning, and assists with maintaining situational awareness of how these activities may impact the community of Millbury.

MILLBURY FIRE DEPARTMENT

To the Citizens of the Town of Millbury, Board of Selectmen and Town Manager: It is with great pleasure that I provide this annual report of the Millbury Fire Department for Fiscal Year 2018. The past year has continued with the trend on providing more service. We also made many improvements to our facilities, equipment and procedures. In my third year as Chief, I would like to acknowledge the excellent cooperation and assistance of all those that make our department more effective. This has been an unusually busy year for working fire incidents. We had more fires this past year than several of the past years combined. Through the dedicated efforts of our firefighters, we handled all of them. We are still a 100% call fire department but I would match our response of time and manpower with any other department, call or full time, and the passion our members exhibit to serve the public is unparalleled.

This year we lost 3 former members of our department. Michael Krumsiek passed away January 28th. He served for more than 50 years, a rare feat these days in our business or any other profession. Mike worked his way to Captain at Station 5 and even after his retirement, due to reaching the mandatory age of 65, he continued with the Fire Explorer program. Al Graves passed away February 2nd. He served for 20 years at Station 3, which qualifies as a stint of long dedication. He served with many of his relatives, with more that followed after him. Bert Lemieux Jr., also known as “Junior”, dedicated 19 years of his life to Headquarters Company. Climbing the ladder to Lieutenant, sometimes literally as he was the Lieutenant of Ladder 4, he was instrumental in keeping the equipment repaired and running. His dad, Bert Lemieux Sr, also served for many years. May these 3 rest in peace and watch over the brotherhood.

We gained a new member this year. Mary Ann Smith joined our department after serving in other towns. She has been a welcome addition and comes to us with training and experience. She is assigned to Station 5, and we welcome her to the family.

We work very closely with the fire departments in the District and especially with the adjoining towns. A debt of gratitude goes to the Sutton Fire Department and Chief Belsito, the Grafton Fire Department and Chief Gauthier, the Auburn Fire Department and Chief Coleman, along with the other 21 towns that comprise Massachusetts Fire District 7. We also thank District 14 for coming to our aid, especially the Shrewsbury Fire Department and Chief Vuona, and the Westborough Fire Department and Chief Purcell.

Although we were turned down for a Federal AFG grant another year, we were successful with the S.A.F.E. and Senior S.A.F.E. State grants. The programs, delivered by Asst. Chief Silver, retired Asst. Chief Dore, and several other volunteers, were well done. Partnering with school liaison Jen Bellville and Council on Aging Director Judy O'Connor, the funds were used for materials and giveaways to heighten awareness of hazards and safe practices for all age groups. Asst. Chief Silver gave some helpful presentations to the older population. They were very well received, with discussion after the presentation. A partnership with Papa Gino's allowed us to hold another successful open house. Attendees enjoyed the 50 pizzas donated by Papa Gino's

MILLBURY FIRE DEPARTMENT

along with drinks supplied by Goretti's Supermarket. The Ladies Auxiliary served up the pizza slices and drinks that night, along with complimentary fresh popcorn from the Ladies Auxiliary. One of the highlights of the night is "Rescue" the Fire Dog. Thanks to our Town Clerk Jayne Marie Davolio, who is also a former Millbury Firefighter, her performance as Rescue entertained the young and not so young. Thanks to all our members that volunteered that night, along with the Fire Explorers that assisted in the event, making it all a team effort.

We continued with school fire drills. These are done several times during the year at all public and private schools along with daycare centers. With great cooperation from the Millbury Public School administration, principals and staff, and also the staff at all other facilities, the drills were successful. We also assist with the A.L.I.C.E. drills at the school. We hope it will never be needed but we understand if something were to take place at a school, it will be "All-Hands on Deck".

Cancer prevention efforts have been increased this past year. After recent studies showing potential causes of cancer in the fire service, the Board of Engineers took this to heart. I met with the Boston Fire Commissioner, attended several classes at the Mass Fire Academy, followed developments in the industry and started any efforts we could, to accomplish this task. We had vehicle exhaust systems installed in all stations, provide anti-cancer wipes in all vehicles so firefighters can remove the dangerous soot on any areas of skin immediately, began plans to install gear washers and dryers in all stations, applied for state funds through Senator Moore's office for "loaner" turnout gear (to entice members to wash their gear and have some to use until it's dry), enacted new procedures for personnel and their turnout gear, and are just trying to change the mindset of our members to look after their own health and well-being.

The fire prevention program continues to grow. The fire department has increased inspections of businesses. With the amount of people that visit the many Millbury's businesses, it becomes more important to be vigilant about safe practices. I work very closely with Board of Health and Building Department to accomplish a very complete inspection and enforcement. All new and renovated business spaces are closely inspected for compliance. Our 7 inspectors; Captains Dave King and Keith Newlands, Lieutenant Brian Dalton, Firefighters Keith Lacrosse, Mike Breault, Tom LaVallee, and Ryan King, do a very good job and stay current with code changes. They handle all the home sale (smoke and carbon monoxide detectors) inspections, propane, oil burner, nursing homes and business inspections, along with other requested inspections. They are a very motivated and active group.

We continued the multi-year initiative to update our fire hose. We are putting four-inch hose on each engine to replace the three-inch hose, most of which is very old. In general, four-inch hose delivers twice the water flow of three-inch. With the support of the finance committee, Town Manager and Town Meeting, we are bringing a much stronger water supply into these hotter fires, to more effectively handle incidents.

MILLBURY FIRE DEPARTMENT

Replacement of Fire Headquarters continues to be a high priority for us. The building is not getting any better and locating all the specialized equipment in a central location would result in better response. We are asking the voters to support our proposal for a new building design and then for funding of a new building.

The training program has continued to be solid. Under the co-operative efforts of Asst. Chiefs Gasco and Silver, a weekly training schedule is created, which takes a good amount of time to assemble and follow through. Monthly maintenance of equipment is performed to assure reliable performance. Fifty training sessions along with regular monthly meetings were held. The pump training course by Walter Swenson continues to strive. I strongly believe we have one of the best programs around. This is especially important due to the fact the Massachusetts Fire Academy leaves this type of training to the individual departments. The program brings the theories and practices of moving water into real life evolutions to better train for the actual environment that they will be expected to operate in. The driver's training program is also a very effective program. Tom LaVallee is the Driver Training Instructor and is very dedicated to running a total program. It works very well in transforming someone that can drive a car into a safe operator of a piece of fire apparatus weighing twenty to thirty tons.

Chief Desorcy and the Millbury Police Department have provided much support for our operations. The Dispatchers are our first line of defense and we can't thank them enough for all they do to keep us safe and coordinate our efforts. It sometimes amazes me the work the dispatchers accomplish and the assistance they render us, sometimes in the middle of some very hectic situations. Thank you to all the dispatchers for what you do every day to serve the town.

Med-Star Ambulance provides top-notch emergency medical service. The Paramedics & EMTs serve our community with pride and passion, which certainly shows in their actions. They work side-by-side with us during emergency calls and also at the school drills by assisting with medical drills. They also partner with us at our fire prevention events and the open house. Med-Star was very proactive throughout the year with health fairs at the Senior Center and assisting wherever they can.

I appreciate the support of all the town departments. The DPW has helped us many times in various capacities, including the Town Mechanic to help keep our fleet running efficiently. We get assistance throughout the year from many departments and individuals, too many to list here, and I thank them all.

The Explorer Post has become a very solid part of our operations. Under the guidance of Asst. Chief Bob Silver and Captain Keith Newlands, the program is going into its ninth year. The program, which is supported through the Boy Scouts of America, succeeds in focusing the kids on valuable skills while keeping them involved in a group of their peers and teaching them ethical standards. The Explorers has proven to be a great help at incidents by changing out air bottles, packing hose and assisting the Ladies Auxiliary, along with many other functions.

MILLBURY FIRE DEPARTMENT

Our presence on social media has been very successful. We receive much feedback from citizens about how great it is to follow us and how they don't always realize how much we do. Our activity is published through our Facebook page, Twitter posts and also in the Millbury-Sutton Chronicle. We appreciate all the help from the Chronicle. We are not looking to be a breaking news service; we just want to let the citizens experience what our members are contributing to the community.

Edd Cote has been an asset to us for a long time. He is the official Millbury Fire Department Photographer and does not receive compensation for anything he does. Edd comes out at all times, day or night, to photograph and preserve what has become such a vital record of what we do. He is not just a team member, he is more of a member of our family.

The Ladies Auxiliary is a well-run group. With the increased number of fires and incidents we have had, they have been with us, supporting the firefighters supplying, food and drinks. They serve pizza at the open house and step forward for many events going on. They also donate equipment to us that the fire department is unable to obtain. Thank you to all the ladies in the group for your dedication to help us to help others.

With Student Fire Chief Charlie Mitchell, it was another successful year for Student Government Day. Chief Hamilton spent the morning with Acting Chief Mitchell, showing him the inner workings such as plan review, inspections and codes. They also visited all the fire stations to understand the apparatus assignments and response challenges. It is a good program to let students get involved in the workings of the town and school departments. Hats off to the members of the High School and of the Town of Millbury who organize this important day.

Although we do not staff the ambulance service, we do provide First Responder response to assist EMS. In these changing times, we need to be prepared to assist in situations we never imagined before. Whether it's helping to lift a larger patient, doing CPR alongside medical personnel or training for a school incident, we are more involved than ever before. To prepare for all of this, we contract with MECTA to keep all of our medical training up to date. Not only is the training provided done well, I also have to acknowledge the support of Linda Gosselin from MECTA. Her efforts to stay on top of the physiological well-being of our members is second to none. She will reach out to me after any calls that involved a very difficult situation. She also stays available to us 24 hours a day for any potential Critical Incident effects. Her passion for her *Hometown First Responders*, or as she says, "They're my guys", is truly heroic and has made a great difference. Thank you, Linda, from the bottom of my heart!

Assistant Chief Bob Silver has advanced his skills in fire investigation. His persistence is driving him to very advanced programs and have been put to use in many of the fires recently. Bob has become a great asset to both our department and also to the State Fire Marshal's office. Bob has also been successful in forming a District 7 Fire Investigation Team. This group has already been activated on several occasions throughout the district and have proved to be a valuable asset.

MILLBURY FIRE DEPARTMENT

Our Head Clerk, Regina Markey is such a key part of our operations. The winning attitude and completeness of what she does, shows every day. The Millbury Fire Department would not run as efficient as it does if it not for her. The attention to details really pays off for the department when a particular document or piece of information is needed. Whether it's keeping the board up to date with information, supplying reports to the State or retrieving records for insurance companies, what she considers routine is far above and beyond. Anytime a new recruit starts with our department, she guides them along through the process and makes them feel at ease. She is an extremely dedicated person, I really can't thank her for all that she does and I am still amazed by her work ethics. She is *the Heart and Soul of the Millbury Fire Department*.

The five-man Board of Fire Engineers oversees the policies and procedures of the Millbury Fire Department. The board has continued with the team approach of problem solving. There are so many facets of running a proficient department and keeping current with standards, that it takes many members covering various areas of specialties. These 5 members also organize and are the Chief, Deputy Chief and 3 Assistant Chiefs. So not only are they the administrative portion of the department, they are also operations personnel. I appreciate the support and work of Dave, Brian, Steve and Bob; you guys are the best!

The most important part that makes us successful is the dedication of our firefighters. These men and women, that comprise the Millbury Fire Department, are such an amazing group. Our members leave their family and friends at a moment's notice, not ever knowing if it will be a "routine" alarm that terminates quickly or a more involved situation which sometimes takes its toll physically, mentally or both. Your dedication and passion have not gone unnoticed and I thank each and every one of you. We are often referred to as the "best bang for the buck", which I believe we are, but I consider us to be *"the best in the business"* and I am privileged to lead this group.

Respectfully,

Richard P. Hamilton
Fire Chief

MILLBURY FIRE DEPARTMENT

BUILDING & PROPERTY

Headquarters
126 Elm Street
Built 1947

Building: overall condition is poor-in desperate need of additional space and modernization
Headquarters houses:
Engine 1-2000 Ferrara Ignitor Pumper, condition is good.
Tower 1-2012 Pierce Arrow 95' Aerial Platform, condition is excellent
Rescue 1-2011 Pierce Velocity Rescue, condition is excellent.
Forestry 2 – 1975 AMC General off-road forestry tanker
Forestry 3 – 2004 Ford F-350 Pickup truck, condition is very good
Car 1 – 2017 Ford Interceptor command vehicle, condition is excellent
1 Captain, 3 Lieutenants, and 13 firefighters staff Headquarters.

Station 2
207 West Main St.
Built 1978

Building: overall condition is good
Station 2 houses:
Engine 2-2003 Ferrara Ignitor Pumper, condition is very good.
Engine 4-1989 Mack Tanker/Pumper, condition is good.
Hose 1-1972 Mack LDH Hose Reel Truck, condition is good.
1 Captain, 2 Lieutenants, and 13 firefighters staff Station 2.

Station 3
1489 Grafton Rd
Built 1972

Building: overall condition is good.
Station 3 houses:
Engine 3-1997 Freightliner Pumper condition is fair.
Forestry 1- 2001 Ford F-350 Utility – condition is very good
Fire Alarm Truck – 2006 Ford F-350 42' aerial, condition is very good
1 Captain, 1 Lieutenant, and 6 firefighters staff Station 3.

Station 5
240 Millbury Ave.
Built 1954

Building: overall condition is good.
Station 5 houses;
Engine 5-2001 Ferrara Ignitor, condition is very good.
1 Captain, 1 Lieutenant, and 10 firefighters staff Station 5.

MILLBURY FIRE DEPARTMENT

ATTENDANCE REPORT

There were 19 meetings posted for the Board of Fire Engineers during the fiscal year 2017-2018. The attendance report for the meetings is as follows:

	<u>Attended</u>
Chief Engineer Richard P. Hamilton	19
Deputy Chief David J. Rudge	17
Asst. Chief Brian K. Gasco.	17
Asst. Chief Steven P. Piscitelli	16
Asst. Chief Robert A. Silver	13

ORGANIZATION

The Board of Fire Engineers reorganized on July 10, 2017 for FY18 as follows:

Fire Chief	Richard P. Hamilton
Deputy Chief	David J. Rudge
First Asst. Chief	Brian K. Gasco
Second Asst. Chief	Steven P. Piscitelli
Third Asst. Chief	Robert A. Silver

FIRE INCIDENT REPORT FOR JULY 1, 2017-JUNE 30, 2018:

STRUCTURE FIRES	16
VEHICLE FIRES	5
CHIMNEY FIRES	1
OUTSIDE/RUBBISH FIRES	11
BRUSH FIRES	10
SERVICE CALLS	171
CHIEF ONLY CALLS	21
FALSE ALARMS	18
MUTUAL AID CALLS	27
ACCIDENT/RESCUE CALLS	10
ALARM MALFUNCTIONS	101
BOMB THREATS	0
TOTAL ALARMS	370

An estimated damage loss for all fire incidents is \$1,151,345.00

MILLBURY FIRE DEPARTMENT

INSPECTIONS, PERMITS, AND FEES

The following are permits/inspections completed by the Millbury Fire Department during the fiscal year of July 1, 2017 through June 30, 2018:

SMOKE DETECTOR PERMITS	281
OIL BURNER PERMITS	85
PROPANE TANK PERMITS	81
OPEN BURNING PERMITS	343
FIRE SYSTEMS INSTALLATIONS	11
BLASTING PERMITS	8
FIRE REPORTS	6
TANK TRUCK INSPECTIONS	7
TANK REMOVAL PERMITS	8
MISC. PERMITS	15

Buildings such as schools, nursing homes, residential complexes, and numerous businesses and commercial properties are inspected by the fire department throughout the year.

REVENUE

Money collected from permits, fees, reimbursements, donations, and inspections totaled \$27,819.84 for the period of July 1, 2017 to June 30, 2018. This included \$3,385 in donations. There were 329 open burning permits sold at \$10 each and 14 Agricultural Permits issued at no charge during the 2018 burning season. All fees are turned in weekly to the Treasurer/Collector's Office.

WAGES

The following is a list of personnel who received wages from the Fire Department during fiscal year July 1, 2017 through June 30, 2018: (NOTE: these figures are for earnings from the Fire Department only and do not include wages earned in other municipal departments.)

FF. MARK ADAMS	7,328.22
FF. MATTHEW ANDERSON	2,545.41
FF. PETER BALKUS	4,104.09
FF. NEAL BELHUMEUR	2,938.37
FF. MICHAEL BIEN	4,771.97
FF. RYAN BOUCHER	3,924.01
FF. ERIC BOUTHILLETTE	3,300.08
FF. MICHAEL BREAUT	4,433.75
CAPT. STEPHEN BROCK	7,686.06
FF. CHRISTOPHER BRUINSMA	4,852.97
LT. JASON CADRIN	4,516.20
FF. TIMOTHY CLUETT	4,329.59
FF. BRIAN COPPOLA	877.95

MILLBURY FIRE DEPARTMENT

LT. MICHAEL COUTURE	1,309.26
FF. STEVEN COUTURE	2,060.33
LT. BRIAN DALTON	7,383.09
FF. CHRISTOPHER DAY	7,471.22
ASST. CHIEF BRIAN GASCO	12,193.13
FF. ROBERT GASCO	3,295.33
FF. JAMES GOYETTE	2,331.16
FF. JAKE HAMILTON	4,311.08
FIRE CHIEF RICHARD HAMILTON	31,890.64
FF. RAYMOND E. HOBIN, III	3,259.72
CAPT. DAVID KING	4,904.15
LT. FRANCIS KING	7,128.18
FF. RYAN KING	7,879.78
FF. JEFFREY KOSIBA	4,882.90
LT. JOSEPH C. KOSIBA	7,373.71
FF. PAUL KOSIBA	5,034.70
FF. STEVEN KOSIBA	7,319.27
LT. ANDREW KRUMSIEK	3,123.10
FF. ANTHONY KRUMSIEK	7,206.10
FF. KEITH LACROSSE	6,739.47
LT. RICHARD LAVALLEE	4,465.64
FF. TOM LAVALLEE	6,382.60
FF. DONALD LIZOTTE	8,641.78
FF. SAM MACCONNELL	2,827.77
CLERK REGINA A. MARKEY	42,334.22
FF. OTHONIEL MEDINA	688.48
FF. NEAL MORRISSEY	814.83
CAPT. KEITH NEWLANDS	9,734.89
FF. ALBERT NICHOLSON	2,942.90
FF. JOHN NICHOLSON	1,359.97
FF. TOM O'CONNELL	1,605.68
FF. COLTON PASZKOWSKI	2,015.00
FF. RAY PEARE	7,276.92
ASST. CHIEF STEVEN PISCITELLI	14,284.35
FF. NATHANIEL PRATT	4,934.33
FF. ANDREW RAFFA	1,951.47
FF. ADAM ROY	2,284.33
DEPUTY CHIEF DAVID J. RUDGE	11,244.58
LT. GORDON SIEBENHAAR	6,716.12
ASST. CHIEF ROBERT SILVER	11,791.94
FF. MARY ANN SMITH	208.00
FF. FRANK STACHURA	7,543.11
FF. WILLIAM STEVENS, IV	640.58
FF. MARK C. STROM	4,833.85
CAPT. WALTER SWENSON	6,081.15
FF. DONALD WYSOTE	3,816.53
TOTAL	360,126.01

COUNCIL ON AGING

To the Honorable Board of Selectmen and Citizens of Millbury:

I respectfully submit the following report for 2018

	Meeting	Present	Absent
Karen Peltier, Chairman	8	8	0
Steven Walinsky, Vice Chairman	8	7	1
Lee Ayotte, Clerk	8	8	0
Richard Townsend	8	8	0
Betty Hamilton	8	5	3
Stuart Mulhane	8	5	3
Edna LaPan	8	7	1
*Margaret Masmanian	3	3	0
Marie Kosiba	8	7	1
Sarabeth Persiani	8	7	1
Kevin Higginbottom	8	8	0
**Joyce Sampson	3	2	1
Judith O'Connor, Director	8	8	0

The Council on Aging office, Senior Center and Drop in lounge are located at 1 River Street. We are in our *45th year* serving those 60 years and older.

The days and hours of operation are as follows: Monday through Friday 8:00 A.M. to 4:00 P.M., and Wednesday evening. The Town's elder population is 3,257.

The following programs and services are being offered:

Information, Referral and Client Advocacy, Intergenerational Programs (Helping Hands, M.O.V.E. Program), Computer Classes, Socialization (cards, bingo, & games), Fuel Assistance Program, Legal Aid, Free Tax Program, Periodical Informational/Educational Programs, Friendly Visitors Program, Day trips, and Evening Activities.

Nutrition Program: Through a grant from Elder Services of Worcester, we provide a hot lunch program at the Senior Center, Monday thru Friday at 12 noon. Through the Meals on Wheels program we delivered approximately 75 meals per day to the homebound. We provided a total of 10,278 congregate meals and 14,358 home delivered meals. We also deliver holiday, snow days and evening meals to those who qualify. The sponsor for our MOW Drivers is the Millbury Savings Bank.

Our health services include: Podiatrist Clinic, Health Education Clinic, Hearing Aid Clinic; Osteoporosis Forums, Flu Shot Clinic, along with our weekly Stay Well Clinic, Exercise Classes, Yoga, Tai Chi and Zumba Gold are also offered.

Social Activities; There are many social activities that the Council on Aging provides: Cards, bingo, crafts, walking club, sing-a-long, whist, craft store, movies, and Wii bowling, bridge and monthly birthday parties. Our summer concert series were sponsored by Mulhane Home for Funerals, Care One of Millbury, and The "Friends".

COUNCIL ON AGING

We also worked with the Blackstone Valley Tourism to encourage more events such as the “Chain of Lights”. Our evening activities and weekend events are extremely successful and it gives the younger elder population some wonderful things to do and to keep them active.

We also provide day and over night trips, other miscellaneous activities that take place away from the Center. These are done through the efforts of the Friends of the Millbury Seniors Inc.

Transportation: Through the efforts of the Friends of the Millbury Seniors they provided during the past year 12,522 one way rides to the elderly and handicapped of Millbury. The service also, provides rides for all ADA Clients, (Americans with Disabilities). The service area is one town out in each direction (Auburn, Grafton, Sutton and Worcester), and have added a new service with Towns Without Borders, to Whitinsville, Northbridge, and Shrewsbury. The “Friends” hold the contract with the WRTA to supply the transportation services to the Town.

Grants Received: The Council on Aging was successful in obtaining several grants, this past year. They were \$28,071.99 from the Executive Office of Elder Affairs for program services for year 2018 at the Senior Center, \$25,000.00 from Millbury Savings Bank for a Fuel Assistance program and \$3,500 for the Meals on Wheels program. Through the effort of our Friends of the Millbury Seniors, they are also providing the funding for the plantings and upkeep of the Victorian Garden. The “Friends” group is the sole support of the Transportation Program that also maintains the mandatory ADA service which the Town is required to provide for the WRTA. They are the sponsor for the Millbury Food Pantry located at the Senior Center. The Friends Group received a Grant in the amount of \$1,500 for the Food Pantry from Fallon Community Health and a \$64,000 grant for a replacement vehicle. The State gives 80% and the “Friends” raises the 20% balance.

Special gift...The Millbury Federal Credit Union gave a beautiful pergola in Memory of long time Board Member Everett Grahm.

The COA is the Co-sponsor with the Board of Selectmen for the Elder Community Work Off Program. Currently we have 26 individuals working in 12 Town Departments. The warrant article was for \$20,000 allowing individuals to earn up to \$1,500 in credits on their property tax bill for a fiscal year.

To the staff: A sincere thanks for doing outstanding jobs and implementing the programs and services at the Senior Center. Special thanks to all the wonderful volunteers who do an outstanding job at a whole variety of different programs, services and special events, we are *104* strong.

The Council on Aging Board and I sincerely thank all Town Departments, Town Agencies, Churches, Merchants, Civic Groups and all the Townspeople for their continued support.

Respectfully submitted

Judith A. O'Connor, Director

* Resigned

** Appointed

BOSTON POST CANE

The Chairman of the Millbury Board of Selectmen and the Director of the Council on Aging or his/her designee shall present Millbury's oldest resident with a plaque and lapel pin signifying the honor and shall cause the name of the honoree to be inscribed on a plaque to be displayed along with the original Boston Post Cane at the Millbury Town Hall, as well as a picture of the recipient and a brief biography. There shall also be certificates awarded honoring those residents who are 90 years old or older and meet the residency requirements.

The location of the presentation will be determined according to the circumstances of the honoree. A Committee consisting of the Town Clerk, the COA's Executive Director and the Selectmen Designee to review each year the status of the oldest resident. This would be done on the anniversary of the date given. Each year an announcement would appear in the paper and or on Cable TV stating who is the current oldest Millbury resident.

The recipient will retain this honor as long as he/she remains in Millbury even though another resident may become eligible. The Town Clerk's Office must be notified if the recipient of the Boston Post Cane dies, changes residency outside the Town of Millbury, is in rehabilitation for longer than 90 days or otherwise refuses or returns the honor. If the decision is made to no longer display the Boston Post Cane at the Town Hall, it would be placed in the custody of the Millbury Historical Society. On her 100th birthday on December 7, 2018 Jeanie T. McKeon was presented the Boston Post Cane Plaque. Jeanie was born on December 7, 1918.



MILLBURY HOUSING AUTHORITY

The Millbury Housing Authority hereby presents the annual report for the fiscal year ending September 30, 2018.

CHAPTER 200-1

The Chapter 200-1 Program consists of twenty-five Cape Cod houses located on Memorial Drive. These houses were originally built to house veterans after World War II. While veterans are given preference under this program, the units also provide safe, decent, sanitary housing at affordable rents for families of low income regardless of veteran status. The units continue to be completely occupied.

The Housing Authority pays a designated fee “in lieu of taxes” on these properties and pays the on going rate designated for sewer usage.

CHAPTER 705

The Housing Authority currently houses eleven low income families under this program. Five families are housed in the scattered site properties owned by the Housing Authority and six families live in a three duplex site located on Burbank Street.

The Housing Authority pays sewerage use and real estate taxes on all of its 705 properties.

MRVP PROGRAM

At the end of summer 2017 there were two individuals or families participating in the Massachusetts Rental Voucher Program. Participants in this program are entitled to a fixed voucher payment, made directly to their landlord. The voucher payment is based on the household size, income, composition and the geographical location of the rental unit. These vouchers continue to be mobile allowing participants to use the vouchers anywhere in the state.

CHAPTER 667-C

This program is made up of one hundred forty-six units of low income housing for the elderly and handicapped. Thirty-two of the units located on Pearl Street, sixty units are located on Colonial Drive and another fifty-four units are located at 95 Elm Street. All units continue to be fully occupied.

MILLBURY HOUSING AUTHORITY

CHAPTER 667-4

The Chapter 667-4, Congregate Housing Program, located on Colonial Drive, consists of five apartments with a total of twenty-three bedrooms. This program is designed to provide affordable housing together with supportive social and health services to help individuals maintain independent living and prevent early and unnecessary rest home or nursing home placement. It provides companionship, yet offers privacy to its participants.

A separate application must be filed for this program. Applicants must first meet the same financial and age requirements as our conventional housing programs to be eligible. For an application or program information, call the Millbury Housing Authority at 508-865-2660 or Lisa Bennes, Congregate Coordinator, at 508-865-2960.

The Millbury Housing Authority continues to act as a sponsor for the Congregate Housing Program under a grant from the Executive Office Elder Affairs.

MAINTENANCE

Our maintenance program involves maintenance of forty-four buildings that include two hundred nine units. Housing Authority maintenance personnel maintain common areas, grounds, and parking lots in our elderly developments. Families in single or duplex housing units maintain their own grounds.

Our maintenance staff consists of three full-time positions; Thomas Austin, Head of Maintenance, Michael Michalak, Sr., and Michael Murray. The dedication and excellent work performance of our maintenance department is reflected in the condition of the Housing Authority's properties.

ADMINISTRATION

Management and maintenance of all Housing Authority programs and properties is administered by the Executive Director and approved by the Board of Commissioners. The Housing Authority address is 89 Elm Street, Millbury, MA 01527. Office hours are 8:00am to 3:30pm, closing for lunch from 12:00pm to 1:00pm, Monday through Thursday. On Friday the office is closed to the public.

The administrative staff consists of four full time employees; Administrative Assistant, Judith Flynn, Congregate and Housing Service Manager, Lisa Bennes, Programs Manager, Carol Morse and Executive Director, Carol A. Smith.

MILLBURY HOUSING AUTHORITY

ELIGIBILITY REQUIREMENTS

Age Limit	Elderly...60 years of age or older Disabled...No age limit																								
Asset Limit	The asset limit for admission is as follows: (a) When net family assets are \$5,000 or less, the actual income from assets is used. (b) When net family assets are more than \$5,000, the greater of the following is used: (1) Actual income from assets; or (2) Imputed income from assets based on the passbook rate established by HUD.																								
Income Limit (net)	<table><tr><td>1 person</td><td>=</td><td>\$44,750.00</td></tr><tr><td>2 people</td><td>=</td><td>\$51,150.00</td></tr><tr><td>3 people</td><td>=</td><td>\$57,550.00</td></tr><tr><td>4 people</td><td>=</td><td>\$63,900.00</td></tr><tr><td>5 people</td><td>=</td><td>\$69,050.00</td></tr><tr><td>6 people</td><td>=</td><td>\$74,150.00</td></tr><tr><td>7 people</td><td>=</td><td>\$79,250.00</td></tr><tr><td>8 people</td><td>=</td><td>\$84,350.00</td></tr></table>	1 person	=	\$44,750.00	2 people	=	\$51,150.00	3 people	=	\$57,550.00	4 people	=	\$63,900.00	5 people	=	\$69,050.00	6 people	=	\$74,150.00	7 people	=	\$79,250.00	8 people	=	\$84,350.00
1 person	=	\$44,750.00																							
2 people	=	\$51,150.00																							
3 people	=	\$57,550.00																							
4 people	=	\$63,900.00																							
5 people	=	\$69,050.00																							
6 people	=	\$74,150.00																							
7 people	=	\$79,250.00																							
8 people	=	\$84,350.00																							

Anyone meeting the eligibility requirements is encouraged to apply. All regulations are posted at the office of the Millbury Housing Authority located at 8 Elm Street. Applications are available at the housing office or will be mailed upon request. Telephone 508-865-2660.

MAJOR PROJECTS

We have been very fortunate to receive state funding for modernization of the housing authority properties. In the past year we have completed the following projects:

Completed the chimney repairs at Memorial Drive

Completed a total rehab on a vacant 3 bedroom unit at 21 Forrest Drive allowing an additional family unit rental

Replaced deteriorated sidewalks at Colonial Drive

MILLBURY HOUSING AUTHORITY

THANK YOU

On behalf of the tenants residing in our elderly/handicapped and family developments, I wish to thank the Millbury Police and Fire Departments, and the many organizations, businesses, churches and clubs for the numerous services and kindness rendered them during the year. Lisa Bennes, our Congregate and Housing Service Manager, expresses her thanks to the various churches, organizations and businesses that provide donations allowing her to purchase items such as prescriptions and groceries for residents who cannot afford them on their own.

VETERANS AGENT

To the Honorable Board of Selectman and the Citizens of Millbury:

I respectfully submit the annual report of the Millbury Veterans Service Department for fiscal year ending June 30, 2018.

This department averaged 17 clients being assisted financially and with medical expenses along with assisting them filing for other State and Federal benefits they may be entitled to. Assistance has been provided in enrolling numerous Veterans into the Veterans Affairs health care program allowing them to obtain their health care and prescriptions through the VA.

I wish to extend my thanks to the Board of Selectmen, The Town Manager and other Town Departments for their continued co-operation and assistance in making this department operate in a smooth manner.

VETERAN'S BENEFITS

CASH GRANTS: Ordinary Benefits	\$86,362.27
Fuel/Heat	\$18,121.00
DOCTORS	\$ 1,641.67
MEDICATION	\$ 7,474.61
HOSPITAL AND CLINICS	\$ 200.00
DENTAL	\$ 5,474.00
MISCELLANEOUS (includes health insurance and flags for Veterans graves on memorial day)	<u>\$57,006.79</u>
TOTAL EXPENDITURES FOR FISCAL YEAR 2013	\$176,280.34

DEPARTMENT EXPENSE

SALARIES (AGENT)	\$16,474.90
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Sincerely yours,

Phillip D. Buso
Veterans' Agent

PUBLIC ACCESS CABLE TELEVISION ADVISORY COMMITTEE

To the Honorable Board of Selectmen, Town Manager, and Citizens of Millbury:

The Millbury Television Commission works with Charter Communications and Verizon Communications to establish improve and maintain cable services to residents. The committee posts and updates notices on the community bulletin board. Channel 191 Government, 192 Education, and 194 Public for Charter Subscribers and Channels 24 Education, 26 Government, 28 Public for Verizon Subscribers. Millbury Public Access is funded solely by grants from Charter and Verizon; we do not use tax money to fund our organization.

The committee is comprised of seven members and one associate member. They are as follows:

Paul DiCicco, Chairman
Joseph Coggans, Vice Chair
Richard Carew, Clerk
Mary Krumsiek, Member
Roger Desrosiers, Member
Jeffrey Dore, Member
Robert Sullivan, Member
Michael Lawton, Associate Member

Public Access Television, also known as local origination programming, is a place where ordinary people can create content which is broadcast or cablecast through our cable systems. It is a First Amendment forum, where, the producer holds editorial control. Any Resident may have a program aired on a public access channel.

As we enter into this fiscal year we will begin the process of negotiating for a new Cable License Agreement with both Verizon (contract expiring Sept 2018) and Charter Communications (contract expiring Dec 2018). As part of the new contract agreement Millbury Public Access will upgrade our equipment, so that we may offer Video on Demand and LIVE web streaming. We are always looking for volunteers!!

We are proud to continue to bring you our original programming, Such as:

An Evening with Senator Moore
Celebrity Reader
Local Rock
On the Light Side
Puzzled Parents
Yesterday, Today and Tomorrow
Twilight on the Common
The Naff Report
PFC Buff

PUBLIC ACCESS CABLE TELEVISION ADVISORY COMMITTEE

Millbury Public Access continues to bring you all of your favorite Government meetings, such as: Board of Selectmen, Planning Board, School Committee, Conservation Commission, Redevelopment Authority, Board of Appeals, Cemetery Commission, and Sewer Commission,
Just to name a few.

Educational Access Television is set aside to fulfill the needs of the School District. We televise School Committee Meetings (when scheduled) and productions produced by High School Students, which gives residents a chance to see inside the walls of the High School and gives a better understanding of what kinds of events happen during the school year.

Governmental Access Television is a resource of our town hall/municipality. This channel is available to residents to post announcements, or meeting notices, and this is where you will find all of your favorite Government Meetings.

We continue to offer Free Studio Tours and FREE Production Classes for any resident 18 years or older who wishes to get involved in public access. Studio time is available on a first come, first serve basis to any non-profit organization, which is looking for new members or to promote an event they are having.

Millbury Public Access runs on volunteer power the more volunteers we have the more events we can cover. We can't stress enough how much we need volunteers. To become a volunteer or to create your own TV show residents 18 and older are invited to take our Free 8 week training course. Upon completion, you are considered an active producer and you are then able to use the studio and equipment based on availability.

We welcome input from the public and access producers – all are invited to attend our monthly meetings or to contact us. The Committee meets on the Third Thursday in the months of September, November, January, March and May. Meetings are always posted at the Town Hall.

Please feel free to contact us at 127 Elm Street, Millbury, MA 01527; or email the Access Director at wmpa13@townofmillbury.net. We can also be reached by phone at 508-865-0847.

You too can become a local celebrity and have a television show of your very own. If that isn't your thing you can volunteer to work on one of our current shows as a Camera Person, Director, Audio Engineer, or Editor.

Respectfully,

Kevin Krassopoulos, Public Access Director

ENERGY MANAGER

To the Honorable Selectmen and the Citizens of Millbury,

I hereby submit an annual report for the year ending June 30, 2018.

Since starting as Millbury's part time Energy Manager in August 2017, I have assisted the Energy Advisory Committee and the Town in achieving the goal of reducing our energy consumption by 20 percent through the Department of Energy Resources' Green Communities Program.

This report summarizes awarded grant funds, identifies recently completed projects and also new FY2018 projects, which were approved in July 2018. To-date, the Town has received \$903,762 and completed 20 projects through this grant program

Town of Millbury, MA				
Summary of Millbury's Green Communities Program				
Year	Grant Funds received	Number of proposed projects	Number of completed projects	Savings
2011	\$167,025	11	11	tbd
2014	\$247,596	5	4	tbd
2016	\$247,661	5	5	tbd
2018	\$241,480	6	5 (+one pending)	tbd
TOTAL	\$903,762			

In July 2018, Millbury was awarded \$241,480 in grant funding from DOER. The funds will be applied for the following municipal projects:

NEW PROJECTS – FY2018 Green Communities Grant			
	Description	Total Project Cost	Notes
1	Streetlight Conversion to LEDs	\$142,917.49	Complete Nov 2018 except for Elm/Main intersection
2	Building Operator Certification Training	\$3,790	Complete Nov 2018
3	Energy Conservation (Thermostats at the Fire Stations)	\$1,970	complete Nov 2018
4	Library HVAC Modifications	\$80,480	Complete Jan 2019
5	Energy Conservation (Asa Waters Mansion Weatherization Project - Insulation)	\$66,500.00	Pending construction
6	Energy Conservation (Asa Waters Mansion Weatherization Project - windows)	\$2,686.30	Complete Oct 2018

ENERGY MANAGER

In CY2016, Millbury was awarded \$247,661 in grant funding from DOER. The funds were used for the following municipal projects:

COMPLETED PROJECTS - FY2016 Green Communities Grant						
	Description	Total Project Cost	Grant	Rebates	Town Contribution	Notes
1	High School Gym Lighting Retrofit	\$20,602.18	\$15,352.18	\$5,250.00	\$0	completed 11/2016
2	Elmwood School transformer replacement	\$23,015.00	\$9,344.00	\$9,036.60	\$4,634.40	completed 4/2017
3	Elmwood School Lighting Retrofit	\$34,652.21	\$30,017.21	\$4,635.00	\$0	
4	Electric Vehicles	\$128,428.15	\$87,928.15	\$40,500.00	\$0	Completed 9/2016
5	Streetlight Conversion to LEDs – Phase 1	\$110,757.00	\$84,442.75	\$26,314.25	\$0	Completed 1/2018
	TOTAL					

In addition to the above, the Town submitted a grant application to the Department of Environmental Protection for energy efficiency upgrades at the sewer plant; specifically adding a 24.9 kilowatt solar canopy adjacent to the garage and replacing the heating/cooling system in the administration building. On August 28, 2018, the Town was awarded the grant for \$155,385 for the project as submitted. The project is expected to be bid and constructed in FY19.

In addition to these grant projects, we continue to do outreach and education through our website, public forums, and social media.

Respectfully Submitted,

Patricia Arp, Energy Manager

HUMAN RESOURCES DEPARTMENT

Human Resources Department Mission Statement

It is the mission of the Human Resources Department to provide quality customer service to the general public and to all employees for their Human Resources needs in the areas of; recruitment, hiring, benefits, compensation, classification, training and development, labor relations, worker's compensation and unemployment. The Town and School District, through its Human Resources Department, is committed to attracting and retaining a knowledgeable and diverse workforce, to fostering professional development, to promoting a harmonious work environment, and to assisting employees in their professional goals through education, training and awareness. The Department will provide information, resources, support and counsel to the School District and all Town Departments with a high level of professionalism, integrity, confidentiality and sensitivity to the needs of the employees and the general public.

Since October, 2017 when the Town and School District's first Human Resources director arrived, the Human Resources Department's primary focus has been and will continue to be the establishment of the Human Resources Department and all of its functions. I am pleased to report that the Human Resources Department now occupies separate office space with updated IT infrastructure and telecommunications. The Human Resources Director has visited all of the various town and school job sites and introduced himself and his department to essential stakeholders; Union Presidents or Stewards, Department Heads, Building Managers, School Administrators, School Principals, and staff who are essential to HR functions such as payroll, benefit administration, and professional development. The Human Resources Department has a webpage on the Town's website and has published a mission statement (see above). Employment opportunities and information on employee benefits are now available on the webpage.

In addition, the Human Resources Director has conducted compliance reviews of the Town's standardized Human Resources Procedures and forms. Because the Town's standard job application is now out of compliance with state law, all job applications are now being accepted through resume / cover letter packets. The Town's onboarding packets have been reviewed updated. The Treasurer/Collector was instrumental in accomplishing this task. Exit interview packets have been designed/published and will be included in the Department's procedures.

In this review of the standardized Human Resources Procedures and forms, the Human Resources Director reviewed the interviewing process or procedures used by various Town and School District departments. Standard job postings, which correspond to job descriptions, have

HUMAN RESOURCES DEPARTMENT

been drafted for new vacancies. Standard interview questions have been developed, tailored to specific positions and the job requirements listed in the job descriptions. Interview questions prohibited by law have been described to various managers and eliminated from the interview process. During the past year, the HR Director has been directly involved in the recruitment, interviewing, and hiring of 12 employees.

Within the review, the Human Resources Director has begun to revise and redraft outdated or obsolete job descriptions. These job description revisions will add new sections or update existing sections, describing physical requirements and mental requirements, to comply with OSHA and the ADA; requirements concerning job essential knowledge, skills, or abilities, mandated by best practice, regulation or statute; or “special requirements”, education, or experience that have changed since the last update of the job description. This job description update is the first step in a state mandated self-evaluation study of the Town’s job classification and compensation practices which will give the Town a 3 year “affirmative defense” against lawsuits alleging compensation differences based on gender. On July 1, 2018, the Massachusetts General Court passed an update (An Act to Establish Pay Equity) to the Massachusetts Equal Pay Act (MEPA) which further defines unlawful wage discrimination and adds new protections for employees. Employers cannot pay workers a salary or wage less than what they pay employees of a different gender for comparable work. The law defines “comparable work” as work that requires substantially similar skill, effort, and responsibility, and is performed under similar working conditions.

During the second half of his first year, the HR Director delivered presentations on, “Conducting Performance Evaluations”, and “How to Write Goals and Objectives. These presentations were delivered in advance of the Board of Selectmen’s reviews of the Town Manager and the Police Chief. The HR Director assisted the Board in the drafting of the various goals for the managers involved based on tasks and objectives set by the Board over the past year. The HR Director was also instrumental in the process of compiling the individual member’s evaluations into a Board evaluation. Recent changes and interpretations of the Open Meeting Law mandated that Board members involve a third party in the process of compiling the separate evaluation in a unified evaluation.

Other tasks, undertaken by the HR Director during this first year, include developing an adequate departmental budget that includes professional development for staff, access to

HUMAN RESOURCES DEPARTMENT

municipal and HR databases, and basic supplies. Additionally, the HR Director has inventoried and reviewed the Town and School District's 32 different Personnel Policies for compliance with federal and state laws. Many of these policies will have to be redrafted. In order to save legal expenses, the HR Department processed and/or settled 9 employee grievances, represented the Town and School District in 2 Unemployment Appeal hearings and conducted 2 internal confidential investigations. The HR Director has also spearheaded the rebidding of the Town's workers compensation, property, casualty and professional liability insurance resulting in potential savings of at least 25% on the Town's premium payments.

In the next year, the Human Resources Department will welcome a HR Assistant and shift its focus to auditing the Town and District's personnel files, both standard and HIPPA/medical files for compliance with immigration laws, tax regulations, privacy/HIPPA mandates, and security. Implementing a modern employee evaluation process for the Town will also be a priority. However, the most pressing priority will be completing the state mandated self-evaluation study (Equal Pay Act) of the Town's job classification and compensation practices thus protecting the Town for a 3 year period against lawsuits alleging compensation differences based on gender.

SUPERINTENDENT

Millbury School Committee

The members of the School Committee wish to express their sincere thanks to the citizens of Millbury for the support we received for the School Department budget at Town Meeting. Because of your continued and strong support, we are able to prepare our children with the skills and competencies they need to be successful far into the 21st century.

Millbury Public Schools continue to make progress preparing our students for career and college from pre-K through grade 12. Under the guidance and support of the administration, faculty, and staff, Millbury Public Schools had the lowest dropout rate in Central Massachusetts this year and maintained a graduation rate significantly higher than the state average.

Millbury Public Schools have made great strides under the Superintendent's administration:

- The district's goals and areas of focus continue to be vertically aligned from pre-school through to the School Committee;
- The level of communication from the schools has greatly increased through the use of multiple digital platforms to keep all stakeholders informed;
- Safety preparation and protocol implementation for our students and the adults who care for them has become part of our everyday routine. In collaboration with the Town's emergency support staff, this year's full and successful relocation drill of the JR/SR High School further enhanced our preparedness for a worst-case scenario;
- The High School is very well-prepared for its upcoming NEASC Decennial Accreditation review, which we expect to be very successful;
- The R.E. Shaw School has strengthened and expanded its co-teaching model to allow all students to have full access to a challenging curriculum by providing two qualified educators in some of its classrooms. This endeavor, based on research and guided by professional development, has already begun to yield academic progress across all student groups;
- The Elmwood Street School has fully integrated the use of instructional coaches, strengthened and expanded its pre-school program, and expanded its focus on the social-emotional wellbeing of our youngest students.

The School Committee evaluated both the benefits and the drawbacks associated with accepting school choice students and determined that this was a step the school system could undertake on a limited basis in grades 9-12. We will continue to monitor and readjust as necessary.

You can read in greater detail the efforts of the school district in the Reports of the Superintendent and Administrators following this report. We would like to again thank the citizens of Millbury for your continued support—both on a daily basis and at Town Meeting.

Respectfully submitted,

Jennifer Nietupski
Chairperson, Millbury School Committee

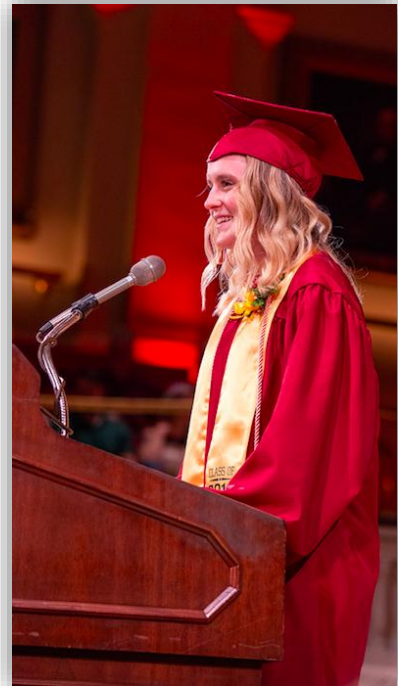
SUPERINTENDENT

From the Superintendent of Schools

I am pleased to report on the many activities and accomplishments of the Millbury Public Schools, its faculty, staff, and students.

The year was very busy as the school district continued its work on both short-term and long-range instructional and capital improvement goals to meet the needs of all students. Chief among our instructional goals is the continuation of a comprehensive curriculum review in grades PK-12, now in its second year. This review, based on rigorous state standards and local achievement data, will better align instruction both within and among our schools. This effort will be especially effective with the support of our highly-qualified instructional coaches in each school, who ensure the use of best practices for making instructional improvements in response to achievement data.

The District's three-year strategy for improvement, which includes specific goals and measurable objectives, was accepted by the Millbury School Committee and guides the District's budgeting priorities, professional development offerings, educator and evaluator goals, and each school's improvement plan. Each of the plan's four key objectives (Learning Environment, Student Learning, Professional Learning, and Learning Support) will be achieved through three to four specific and strategic initiatives. This strategy document is available on the Millbury Public School District's website at millburyschools.org.



We are very pleased to report that our schools now offer greater access to a wide range of 21st Century technology than ever before. It is our mission to prepare our students to be successful and responsible digital citizens, and recent improvements, including the installation of interactive SmartBoards© and projectors, new desktop computers, mobile laptop carts, and Chromebooks has already made a significant difference for our students and their teachers. We are committed to maintaining technology that is sufficient to not only deliver an increasingly rigorous and varied curriculum, but to enhance and expand high-quality teaching and deeper learning throughout our District. Indeed, in this day and age, ensuring that our students have equal access to technology is no longer a luxury, it has become a minimal and non-negotiable standard. To that end, the District continues to investigate opportunities to provide students in grades 5-12 with access to a device on a 24/7 basis. This initiative, which is often referred to as "1-to-1" or "1:1," will provide students with access to technology not only during school hours, but also at home, allowing for greater collaboration, student choice, personalization, and connectivity within and beyond the school day. Many of our neighbors have already transitioned

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to a 1:1 environment and see it as an opportunity to level the technology playing field in their communities and develop critical skills that all students need in the 21st century.

I am very proud to report on a new student group involving the entire 9th grade called “Freshmen in Action.” Freshmen in Action, led by social studies teacher Mr. Besian Kodra, is designed to bring our 9th graders together as a class through a series of team-building and community service activities that exemplify our core values. Most notably, the entire freshman class engaged in a



variety of service activities last spring, including the clean-up of courtyards at Elmwood Street Elementary and the Shaw School, spring-cleaning in Central Cemetery and the Millbury Senior Center Garden, pruning brush along low flowing streams, and organizing books and cleaning the craft closet at the Millbury Public Library.

There is nothing more important than the safety of our students and the adults who care for them. The

District continues to conduct an ongoing and extensive review of its safety procedures under the direction of a standing Safety Committee and continues to implement a wide range of safety protocols to address critical needs.

- All three schools in the District have conducted successful relocation drills, which provide for student safety in the event that a school building must be vacated unexpectedly.
- The School District continues to work very closely with the Millbury Police Department to provide ongoing ALICE training to all staff. The ALICE protocol (Alert, Lockdown, Inform, Counter, and Evacuate) has been widely embraced as a best practice in schools throughout the Commonwealth and represents a significant and positive improvement to our school safety.
- In collaboration with the Millbury Police Department, each school conducts at least one “unauthorized visitor” drill annually to assess our responsiveness to the presence of an unidentified / unauthorized person in the building.
- Additional shatter-proof glass film has been installed in certain areas of the District to provide greater security against an unauthorized intruder.
- The addition of enhanced equipment to secure classroom doors.
- Additional and/or upgraded security cameras at each school.

We are especially proud of the District’s strong partnership with the Millbury Fire Department and the Millbury Police Department and the incredibly successful School Resource Officer program instituted in each of our schools three years ago. Officer Nikki Oliveri, who is assigned full-time to the schools and as a member of our District’s faculty, serves as a resource for students and school employees alike. Her work represents a significant step forward in a community-policing model that has been used across the Commonwealth to improve school safety, strengthen community partnerships, and deliver resources to the school community.

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All students in grades 3-8 participated in *Next Generation* MCAS testing, the Commonwealth's new assessment (replacing PARCC: Partnership for Assessment of Readiness for College and Careers), in the spring. Students in grade 10 will transition to the new test in the spring of 2019.



The “Next-Gen” MCAS establishes the most rigorous expectations in the nation for our students. In fact, Massachusetts students routinely score first in the nation on other assessments, such as the NAEP, a nation-wide test of student achievement. In addition, if Massachusetts were its own country, it would be second in the world in reading, sixth in science, and fourteenth in math according to the highly-regarded Program for International Student Assessment (PISA).

It is my pleasure to congratulate Katherine O’Leary for receiving the 2018 Superintendent’s Scholar Award. Katie, who is first in her class with a 4.2 GPA, is a National Merit Scholar commended student, a three-sport athlete, and a member of the Gifted High School program at Holy Cross, where she takes a Calculus 2 course alongside college freshmen and sophomores. Katie was recognized in January for her scholarly achievements at the Worcester County Superintendents Association Scholars’ Luncheon at Assumption. Congratulations Katie!

We are happy to report that the Raymond E. Shaw School Feasibility Committee has been hard at work completing all phases of the feasibility study required by the Massachusetts School Building Authority’s (MSBA) School Project Program. The MSBA offered to partner with Millbury to support the project by providing technical assistance and significant financial support. We are especially grateful to the members of the Feasibility Committee, who have generously donated their time and expertise and have been working closely with project managers, architects, and engineers to develop the most feasible solution to the school’s structural and operational challenges. Ultimately, the Committee will review several options, including a full renovation to the existing structure, an addition/renovation, or a new school building project, and present its findings to the Town for consideration.

Respectfully submitted,

Gregory B. Myers
Superintendent of Schools

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Elmwood Street School

The 2017-2018 school year at Elmwood Street School included many firsts and also the continuation of important work started in previous years. We were very excited by the outcomes of key initiatives while looking to the future of our school and better meeting the needs of all of our students.

Building on the previous year's work with STEAM-related projects in the school, we were fortunate to move Mr. Chris Mainhart from 1st grade to his new role as our STEAM special teacher and STEAM coach. Working with our partners from Worcester Polytechnic Institute, we were able to create a program to enhance our science, technology, engineering, arts, and math curriculum forward. A STEAM lab was established through a \$10,000 state grant and, in coordination with our Curriculum Director, Mrs. Jenn Bellville, we were able to implement the



highly-regarded *Project Lead the Way* curriculum and materials for this class. Mr. Mainhart implemented units that included exploring the human body and forces and motion. Students were excited to participate in hands-on, exploratory learning that allowed them to design and develop prototypes in order to find solutions to real world problems. Feedback from the community has been overwhelmingly positive and the program's impact was felt throughout the building as staff developed supporting units to extend STEAM learning within their own classes. Mr. Mainhart

also began his work as an instructional coach in our efforts to better meet the needs of students through our developing math curriculum. His guidance and support enhanced our implementation of key units, classroom lessons, assessments and reflections throughout the building in collaborative groups of staff.

Our technology initiative received a huge boost this year thanks to two major donations of \$50,000 and \$15,000 from an anonymous donor. This generous gift to the students of

Elmwood allowed us to continue our upgrade of Interactive White Boards and the purchase of laptops and Chromebooks to be used in classrooms. As we prepare our students to be future ready citizens, this tremendous gift allowed us to take a huge step forward with technology. In coordination with our STEAM lab and technology teacher Mrs. Dana Burke, students were

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supported in the use of our new technology right away, greatly enhancing teaching and learning in every classroom.

Our fantastic preschool program was recognized by the Millbury-Sutton Chronicle as the top preschool in the area – a tremendous honor for the staff at Elmwood. Our three preschool rooms continue to support students, make strong connections with families, and set the foundation for success in school. Supported by our Early Childhood Coordinator, Mrs. Andrea Ostosky, the team made great strides toward realigning their curriculum, upgrading their play equipment in classrooms, and fostering an inclusive environment where all students are supported throughout their time in preschool.

Working alongside our preschool and supporting students throughout the building, we were excited to open up our brand new Intensive Special Needs classroom. Led by Ms. Molly Bicchieri, our intensive special needs teacher and in coordination with Ms. Kate Ryan, Director of Pupil Services, Ms. Bicchieri developed this excellent program to better meet the needs of our students with intensive special needs. The classroom, supported by ABA technicians, emphasizes building skills



to allow students to be integrated into general education classrooms and building relationships with each other and their peers. Circle time, special crafts, snack time, therapies, and structured play time were carefully designed to build communication, self-help, and self-regulation skills for each child and provide them meaningful structured time to work on their individual goals. The energy and excitement in the room was evident to all who visited and our students grew tremendously as the year went by. Our students' year was culminated in June by their participation in the first Elmwood Special Olympics led by Ms. Bicchieri and her staff. Students spent months preparing for this fun event, which was an overwhelming success as we saw students working together, cheering and supporting each other to participate. Mr. Burke did a wonderful job as MC of the event and families were amazed at how much students were able to participate and how wonderfully the event was embraced by the community.

We engaged in an extensive ELA curriculum over the last year in coordination with Mrs. Jenn Bellville, our Director of Curriculum. Having aligned standards and incorporating new teaching strategies over the past year led us to the conclusion that our current ELA recourses were dated and insufficient. A new resource was needed to align our building and district curriculum to be more cohesive and vertically aligned. We spent the year looking at various options, pouring through samples, visiting schools that utilized different resources, and discussing with groups of staff what our needs were as a district. With the help of an extensive rubric and undergoing

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countless hours of research, a K-5 team from Elmwood and Shaw chose the Wonders Program from McGraw Hill for the following year. Staff input, independent research, and a thorough data analysis informed our decision and staff agreed that the resource closely aligned to our current instructional practices as a building. Training for the 2018-2019 school year began with quick overviews in June and will continue into the school year. Our Instructional Coach, Mrs. Lizz Trahan, was integral in the selection of this resource and her energy and enthusiasm was vital to



the development of a plan with Mrs. Jenn Bellville to ensure the successful rollout for 2018-2019.

Staff development was a key component for the school year and empowering teacher leaders at Elmwood remains a vital area of growth for our school. Common Planning Time (CPT) was extended throughout the building to increase opportunities for teachers to collaborate on a number of items, including data analysis and instructional practices.

Students waiting for bus dismissal now wait in the gym, freeing teachers for CPT meetings at the end of their days. Utilizing our *Data Into Action* process, we were able to closely coordinate the discussion of data and focus on targeted outcomes for students. The process further clarified how we look at data, how we pull out key findings, and how we create clear action steps to benefit students. In support of our data discussions, we turned our Learning Walks at Elmwood over to teacher leaders, who organized and led three learning walks during the year and facilitated school-wide conversations about best practices. To support this effort, we used faculty meeting time to review and discuss videos of our own teachers in action, which provided opportunities for reflection and feedback for staff. This proved to be a game-changer at Elmwood as teachers opened up their doors for colleagues to see what happens in their classroom. These discussions were invaluable opportunities for self-reflection and opened up avenues of additional support for staff.



Our Social-Emotional Learning (SEL) team continues to make strides throughout the building.

Our D.R.E.A.M. assemblies, monthly SEL themes, and weekly lessons continue to instill the characteristics of what it means to be a Woolie. Utilizing the social thinking curriculum, small group interventions, and school-wide positive feedback, staff and students were able to work on the social skills needed to be successful in the 21st century.

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The last two major events of the school year were our annual field day and – new to Elmwood this year – our whole-school EdCamp. Field day continues to be the highlight of the year for many students and staff. Our EdCamp brought in many volunteers from the community to explore interesting topics with small groups of students. Sessions included yoga, golf, art projects, and demonstrations by the police and fire departments. The support by the community was overwhelmingly positive and students were exposed to some of the amazingly talented people in Millbury.

Our students and staff are truly amazing and Elmwood was proud to “graduate” a wonderful group of hard-working, compassionate, globally-minded third graders to Shaw. We are excited for a fabulous 2018-2019 school year!

Respectfully submitted

Andrew Hall, Principal
Corey Burke, Assistant Principal

Raymond E. Shaw School

Raymond E. Shaw Elementary students and staff had a very productive and successful 2017-2018 school year. With a continued focus on student learning, the Shaw administration and staff focused on making informed, data-driven decisions to improve both our instructional practices and our budget-building process.

A careful analysis of our student achievement data led to an exciting and positive new initiative at Shaw: co-teaching. The co-teaching method, which involves the close collaboration of a regular education and a special education teacher in the same classroom, has enabled us to include as many students as possible in the general education setting. After a year of research and site visits, we implemented co-teaching at each grade level. Staff and students persevered through this change and I am very proud to be able to say that our instructional practices and our student performance have exceeded the typical expectations for the first year of co-teaching implementation. To support the process, several of our co-teachers participated in a book study of Marilyn Friend’s, *Co-Teach*, which allowed for time to not only reflect on practices, but also share what was—and was not—working in the classroom. After reflecting upon our first co-teaching year, we are confident that this method



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will better serve our students and engage everyone with a challenging curriculum in a supportive setting. We look forward to expanding this initiative by the 2019-2020 school year.



Shaw teachers continued to review their curriculum maps and worked diligently to create and implement multiple forms of formative assessments to drive instruction. These assessment results, which are gathered on almost a daily basis, is used to inform the next day's lesson and allows teachers to adjust instructional practices quickly to support student learning.

The Shaw staff has embraced initiatives to integrate technology throughout the school day. Gradually, as additional technology becomes available to us, we hope to achieve a 2:1 environment for our students with devices such as Chromebooks and laptops. This will allow for greater digital access to the school's educational programs, enhanced collaboration and personalization, and preparation for college and career readiness for all students.

In the spring, the Shaw staff, along with teachers from the Jr./Sr. High School, engaged in a fascinating book study focused on Carol Dweck's *Growth Mindset*. It was especially exciting for staff from different buildings to work together to not only participate in growth mindset activities, but to also collaborate and share ideas for implementation. These conversations helped us to develop ways to impact student mindsets about tackling and overcoming difficult challenges.

The school year ended with a focus on the upcoming School Learning Plan and center thinking upon the upcoming school year.

Respectfully Submitted,

Miriam Friedman
Principal

Millbury Memorial Junior/Senior High School

The 2017-2018 school year brought myriad activities and events to Millbury Jr./Sr. High School, including not only school events, but many exciting community and regional events, too.

A major focus for us during the 2017-2018 school year was the completion of the New England Association of Schools and Colleges (NEASC) self-study. The self-study process provided staff

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an opportunity to reflect and self-assess the things we do well as a school and areas that we would like to improve. With guidance from our NEASC committee co-chairs, social studies teacher Mr. Sal Palano and Assistant Principal Mr. Chris Lowe, we engaged in a thorough process of self-reflection, culminating in school-wide consensus about areas of commendation and areas in need of improvement. The Junior/Senior High School looks forward to its NEASC visit on October 21-24, 2018.

We are incredibly fortunate to have so many amazing and generous community partners to help support teaching and learning in our schools. We completed our third year in the MassInsight Education (MIE) cohort, a grant-funded program to expand and enhance our Advanced Placement (AP) courses, as well as provide teachers with professional development and resources in math, science and English AP offerings. This opportunity was made possible through the support of Millbury Credit Union, Wheelabrator, AA Transportation, Millbury Savings Bank, and Fidelity Bank. With this support we were not only able to maintain our partnership with MIE, but expand our offerings of advanced placement courses this year, including the addition of Computer Science Principles. We also enjoy a very strong relationship with the Blackstone Valley Education Foundation, which provides us with many STEM-related educational experiences, student leadership development programs, internships, and professional development for our staff.

This was the first year for our Freshman in Action (FIA) initiative, which was implemented to develop and sustain strong supportive relationships for our 9th graders. Throughout the school year, students participated in activities such as painting kindness rocks that were delivered throughout the school community; a class hike at Mt. Wachusett; winter carnival; and a community service day where students worked to help a variety of community entities such as the Senior Center, the Town Library, the Department of Public Works and all Millbury schools. Funding for some FIA activities and supplies was graciously provided by the Millbury Parents Club and the Martin Richard Foundation.

The inaugural eighth grade Washington D.C. trip / Heritage Week Activities, made possible through the leadership and organization of English teachers Mrs. Chloe Przygoda and Ms. Cristina Smarra, was a huge success. A total of 82 students attended a 4-day, 3-night trip to Washington D.C. where they visited famous historical sites, museums, and attended a play and a ferry dinner cruise along the Potomac River. For those who did not travel to Washington D.C., social studies teachers Mr. Tim Rucho and Mr. Mike Baldini organized civics activities exposing students to local educational experiences. The week culminated with a day trip to the State House in Boston where students were hosted by Senator Michael Moore and Representative Paul Frost for a tour, pictures, and lunch. Students were recognized by the Senate while the Chamber was in session, which was a special thrill! Heritage Week concluded with a fun and educational visit to Faneuil Hall. Thank you to Assistant Principal Mrs. Anne Thompson for her guidance in the planning of this major event.

SUPERINTENDENT

The Foreign Language department continued to expand course offerings by adding French II and Spanish II honors in 2017-2018. Students enjoyed many new and authentic learning experiences focused not only on using the language, but exploring other cultures as well. To promote language learning to the entire school, the department celebrated Foreign Language week in March. Activities included: student testimonials regarding the value of studying another language, word walls, authentic artisanal crafts, and showcasing foods from around the world.

In addition to the many music performances for the school and throughout Central Massachusetts, our Performing Arts students attended a fantastic music trip to Philadelphia, PA. Under the guidance of music teacher Mr. Dan Ferreira and science teacher Mr. Ryan Sullivan, the band and chorus each earned first place at the Music in the Parks Festival. The band students also attended the UMass multi-band field trip. Students watched the UMass performing arts group and had a campus tour. The marching band was busy this year performing in various parades including the Memorial Day parade and celebrations throughout the town. Thank you to the Millbury Music and Performing Arts Association for their strong and on-going support of the arts in our schools!



Visual Art student Kailey Mattus received the Congressional Art Award for her painting and Emma Taubert, student staff photographer for our school newspaper “The Reflector,” earned second place in the May MASPA photo contest.

The science department focused on increasing student engagement through incorporation of real-world applications in our lessons this year. New activities for students included earthquake tables for grade 7 and biotechnology activities in chemistry and biology. The grade 7 Science Expo! was a great success for all students. This event increased family engagement and provided students with an opportunity to create a science project of their own choice. Congratulations to the following students who were chosen to present their work at the Worcester Regional Science Fair: Ella Canney, Ayla Corcoran, Jacob Cristo, Katelyn McMillan, Lauren Rose, Alexandria Martocci, and Brooke Vaillancourt of these, two were awarded prizes.

Congratulations to Ms. Terry Hamilton, who was honored with the Secretaries Award for Excellence in Environmental Education at the Envirothon; to Mrs. MaryAnn DeMaria for receiving the Blackstone Valley Promising Practices in Education Award; to Mrs. Bonnie Nieves for being appointed STE Ambassador by the Department of Elementary and Secondary Education. In addition, both Mrs. DeMaria and Mrs. Nieves attended and helped present at the National Association of Biology Teachers National Conference in St. Louis.

SUPERINTENDENT

Mr. Matt Pasceri guided the Varsity Math Team this year, which came in second in their division. In addition, four of our AP Calculus students went to WPI in the fall to participate in the WPI Invitational Math Meet. Mrs. Kim Pine brought nine students to the DigiGirlz day at Microsoft Corporation in Cambridge. During the event, students interacted with Microsoft employees and managers to gain exposure to careers in business and technology and to get an inside look at what it's like to work at Microsoft. This event also provided girls with career planning assistance, information about technology and business roles, thought-provoking exercises, and interesting Microsoft product demonstrations.

Our social studies teachers partnered with community members to plan and present Veterans Day and Memorial Day assemblies, as well as our Student Government Day. On Veterans Day, students were able to speak with a group of local veterans about what it means to serve. Memorial Day saw local veterans invited as honored guests to a program presented by our students.



Student Government Day had nearly fifty of our students shadowing school and town officials. Throughout the day, students gained an appreciation of what it takes to run a school and a community while reinforcing the value of service and responsibility. Also, the Humanities Scholars Program sent members of Millbury High School's junior class on day trips to four area colleges along with over 100 other students from area high schools to examine social/political issues of the day more in depth. Mr. Steve Rutkiewicz and Mr. Sal Palano are the advisors to this program.

Our student-athletes continue to compete and shine in all areas of athletics. Over 700 student-athletes participated in 30 athletic opportunities. There was an increase in junior high participation and the addition of Unified Sports in track and field. Our new athletic trainer, Ms. Laura Collins, has been a tremendous asset to our athletes and coaches. Her knowledge and professionalism have made a great difference in the athletic experiences of our students. The Booster Club continues to strongly support our programs and provides our student-athletes and their coaches with all of the extras that make their experience that much better. The Woolies took home 13 out of 17 Southern Worcester County League titles. We qualified for District play and won a District championship and played in our third straight girls' soccer state championship game. This was all accomplished with utmost sportsmanship and respect and consecutive years with multiple team/sport sportsmanship nominations.

Respectfully submitted,

Tara Bennett,
Principal Jr./Sr. High School

Blackstone Valley Vocational Regional School District
Fiscal Year 2018 Annual Report
July 1, 2017 – June 30, 2018

A Message from the Superintendent-Director

Thanks to you, our students experienced a top-notch education during Fiscal Year 2018. We are grateful for your continued support, and we have chosen to utilize our Annual Report as an opportunity to highlight our students' successes and District achievements for you. Your financial and personal support of our school system creates opportunities for our students to explore different career paths, academic subjects, activities, and viewpoints on their roads to success.

One of the most telling indicators of the impact of your investment in our vocational technical delivery system comes from the seemingly always-busy hallways, laboratories, and athletic fields of our campus. Students, staff, and alumni alike are fully immersed in our school culture, and often spend additional time on campus reaching for success or assisting others.

I am incredibly proud to be a part of the BVT community, and I hope you are too. I thank you for your long-term support of our system, and I encourage you to read on to see how our students and staff are continuing their curious journey of exploration toward success and happiness.

Dr. Michael F. Fitzpatrick
Superintendent-Director

FY18: Another Outstanding Year of Achievements

Our students continue to display their mastery of rigorous academic topics and industry-validated vocational technical competencies.

During the 2017-2018 school year, a total of 408 AP course exams were given to 271 students in English Language & Composition, English Literature & Composition, U.S. History, Biology, Chemistry, Calculus AB, Computer Science A, MacroEconomics, Physics 1, and Spanish Language & Culture. On the Massachusetts Comprehensive Assessment System (MCAS) Spring 2017 English Language Arts test, 100 percent of BVT students scored Advanced or Proficient, compared to the statewide average of 91 percent. In Math, 95 percent of students scored Advanced or Proficient, compared to the statewide average of 79 percent. On the Science and Technology/Engineering exam, an impressive 99 percent of BVT students scored Advanced or Proficient, compared to 74 percent statewide. In Spring 2017, 161 freshmen took the High School Science MCAS and 100 percent scored in the Advanced and Proficient categories.

BVT Budget Leverages Grants, Enhances Skills, and Creates Student Opportunities

Our School Committee developed the District's FY18 budget in a manner that adheres to strict state requirements while also responding to the identified needs of local business and industry. The District's FY18 operating budget of \$22,725,302 represented a modest 3.50% increase and

was funded primarily by \$8,994,605 in Chapter 70 & 71 State Aid and \$13,267,666 in Member Assessments. As a dedicated partner of our District towns, we remain committed to further assisting in their fiscal management, austerity, and planning by presenting a single, consolidated annual request. Valley Tech operates within the dollars requested regardless of any unforeseen variables within anticipated revenue streams.

Class of 2018: Millbury Graduates

NHS: National Honor Society

NTHS: National Technical Honor Society

Amanda Jeanne Anderson, Electrical; Casey Joseph Bulger, Plumbing; Connor Joseph Cashman, Drafting and Engineering Technology; Benjamin Deane Gardner, Auto Collision Repair and Refinishing; Nolan Samuel Gasco, Culinary Arts; Alexa Marie Gomes, Health Services; Ashley Elizabeth Hamilton, Engineering Technology (NHS/NTHS); Julianne Rose Muller, Culinary Arts; Emma Eileen O'Leary, Culinary Arts; Michael Anthony Quitadamo, Heating, Ventilation, Air Conditioning and Refrigeration; Alexis Jean Rano, Culinary Arts; Sage Christine Ray, Cosmetology; Gina Marie Tomaiolo, Manufacturing and Engineering Technology; Emily Margaret Weagle, Drafting and Engineering Technology; Evelyn Hanna Youssef, Multimedia Communications; Rosalyn Hanna Youssef, Engineering Technology.

Our School Committee

The Blackstone Valley Tech School Committee is comprised of 13 dedicated individuals, elected district-wide, with representation from each of our member towns.

Chairman: Joseph M. Hall – Bellingham

Vice Chairman: Gerald M. Finn – Millville

Assistant Treasurer: Chester P. Hanratty, Jr. – Millbury

Secretary: Anthony M. Yitts – Grafton

Joseph A. Broderick – Blackstone

John C. Lavin, III – Douglas

Mitchell A. Intinarelli – Hopedale

Dennis P. Braun – Mendon

Paul J. Braza – Milford

Jeff T. Koopman – Northbridge

Julie H. Mitchell – Sutton

David R. Bartlett – Upton

James H. Ebbeling – Uxbridge

Superintendent-Director: Dr. Michael F. Fitzpatrick

Assistant Superintendent-Director/Principal: Anthony E. Steele, II

Assistant Superintendent for Finance and Operations: Kurtis W. Johnson

District Treasurer: Barbara A. Auger

Please Note: This condensed report is provided at the request of municipal authorities. A full-length version can be obtained by visiting our website [www.valleytech.k12.ma.us] and/or by contacting the Office of the Superintendent-Director at (508) 529-7758 x3037.

**Municipal Office Building
Hours of Operation**

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Monday - Friday
8:30 a.m. - 4:30 p.m.

Tuesday
Town Clerk and Treasurer/Collector
Open until 7:00 p.m.

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Transfer Station
Tuesday- Saturday
7:00 a.m. - 3:00 p.m.*

*Hours are subject to change

All Offices Closed State and Federal Holidays

Millbury Boards and Commissions (*others as announced)

Name	Schedule	Time	Location
<u>Board of Appeals</u>	Wednesday as needed	7:00 PM	Large Conference Room
<u>Board of Assessors</u>	1 st & 3 rd Tuesday	6:00 PM	Assessor's Office
<u>Council on Aging</u>	3rd Wednesday	7:30PM	1 River Street-Senior Center
<u>Board of Health</u>	2nd Wednesday	7:00 PM	Board of Health office
<u>Board of Selectmen</u>	2nd & 4th Tuesday	7:00 PM	Large Conference Room
<u>Veteran's Office</u>	Tuesday & Thursday	5:30 PM	Veteran's Office
<u>Conservation Commission</u>	1st & 3rd Wednesday	7:00 PM	Large Conference Room
<u>Planning Board</u>	2nd & 4th Monday	7:00 PM	Large Conference Room
<u>School Committee</u>	2nd & 4th Wednesday	7:00 PM	High School Media Center

TOWN OF MILLBURY DIRECTORY

<u>DEPARTMENT</u>	<u>E-MAIL ADDRESS</u>	<u>TELEPHONE</u>
POLICE	EMERGENCY - 911	508-865-3521
FIRE	EMERGENCY - 911	508-865-5328
TOWN MANAGER	dmarciello@townofmillbury.net	508-865-4710
SELECTMEN OFFICE	afleming@townofmillbury.net	508-865-4710
TOWN CLERK	jdavolio@townofmillbury.net	508-865-9110
TREASURER/COLLECTOR	dmarlborough@townofmillbury.net	508-865-9121
ASSESSOR'S OFFICE	rgosselin@townofmillbury.net	508-865-4732
BUILDING DEPARTMENT	pstringham@townofmillbury.net	508-865-0438
CONSERVATION OFFICE	aswanson@townofmillbury.net	508-865-5411
DEPT. OF PUBLIC WORKS	kcaruso@townofmillbury.net	508-865-9143
SEWER DEPARTMENT	ariordan@townofmillbury.net	508-865-9143
BOARD OF HEALTH	millburyboh@townofmillbury.net	508-865-4721
PUBLIC LIBRARY	evalaro@cwmars.com	508-865-1181
FINANCE DEPARTMENT	avanni@townofmillbury.net	508-865-9132
PLANNING & DEV.	lconnors@townofmillbury.net	508-865-4754
ASA WATERS MANSION	jmcelroy@townofmillbury.net	508-865-0855
ANIMAL CONTROL	ACO@townofmillbury.net	508-234-7416
COUNCIL ON AGING	joconnor@townofmillbury.net	508-865-9154
SENIOR TRANSPORTATION		508-865-9247
TRANSFER STATION		508-865-3040
VETERANS SERVICE	pbuso@townofmillbury.net	508-865-4743
HUMAN RESOURCES	jkelly@townofmillbury.net	508-865-4710
EMERGENCY MANAGEMENT	ema@townofmillbury.net	508-865-5328
AQUARION WATER CO.		508-865-0555
<u>SCHOOL DEPARTMENT</u>		
SUPERINTENDENT	gmyers@millburyschools.org	508-865-9501
BUSINESS OFFICE	rbedard@millburyschools.org	508-865-9501
MILLBURY HIGH SCHOOL	sgilrein@millburyschools.org	508-865-5841
SHAW SCHOOL	mfriedman@millburyschools.org	508-865-3541
ELMWOOD STREET	ahall@millburyschools.org	508-865-5241

PLEASE VISIT OUR FACEBOOK PAGE AND OUR WEBSITE AT
WWW.MILLBURY-MA.ORG